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ABSTRACT

Five studies assessed the impact on systems and jobs of the recognition of qualifications in the field of the restoration and rehabilitation of the architectural heritage in five countries: Germany, Belgium Dutch-speaking region, France, Italy, and the United Kingdom. A striking feature in all five countries was the insignificant share of initial vocational training devoted to restoration and rehabilitation skills. Although the greater part of training in specific skills was accounted for by continuing training provision, all five countries had a shortfall in this sector. The concepts of "qualification" or "authorization" had different applications in the various countries. New needs had prompted the introduction of new training courses in specific skills leading to the award of certificates or diplomas. The job market for personnel qualified in restoration and rehabilitation skills was still small in all five countries. Firms still operated by trial and error. A general conclusion was that the upgrading and recognition of specific qualifications in rehabilitation and restoration skills had barely begun. (The 17-page summary report is followed by the five country reports. Each report provides information on these elements: training for the qualifications, recognition by firms as regards positioning in the classifications, and allocation of tasks. (YLB)

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CEDEFOP
ED 389 861

panorama

Study on the upgrading and recognition of qualifications in the field of the restoration and rehabilitation of the architectural heritage

Summary report

National reports:

- Federal Republic of Germany
- Belgium Dutch-speaking region
- France
- Italy
- United Kingdom

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Study on the upgrading and recognition of qualifications in the field of the restoration and rehabilitation of the architectural heritage

Summary report

National reports:

- **Federal Republic of Germany**
- **Belgium Dutch-speaking region**
- **France**
- **Italy**
- **United Kingdom**

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OVERALL SUMMARY

	Page
CEDEFOP INTRODUCTION	3
SUMMARY OF NATIONAL REPORTS	5 to 17
NATIONAL REPORTS:	
FEDERAL REPUBLIC OF GERMANY	19 to 34
BELGIUM DUTCH-SPEAKING REGION	35 to 51
FRANCE	53 to 64
ITALY	65 to 77
UNITED KINGDOM	79 to 90

CEDEFOP INTRODUCTION

The monitoring and analysis of qualifications in the Members States plays a key role in responding to the request expressed by the social partners, governments and the Commission to improve understanding of:

a) the contents and levels of qualifications in the EU Member States;

b) trends relating to competence needs and the way in which the different training, education and production systems react to these.

In 1991/1992 CEDEFOP carried out comparative studies in 5 countries (D, B, FR, I, UK) on the preservation and restoration of the architectural heritage. The findings of these reports should elucidate the qualifications needs and offer on national and transnational labour markets.

They should also form a basis for planning and renewing initial and continuing vocational training programmes.

On the other hand, this area lends itself to developing new profiles, to social and vocational integration programmes for young people and to transnational cooperation, including the exchange of young people undergoing training.

At the request of the European Commission and the representatives of the social partners in several Member States we have carried out studies on the validation of qualifications in order to promote setting up transnational measures as envisaged by the "LEONARDO" programme, in particular: transnational pilot projects, improving the quality of training systems, exchange programmes and transnational placements, transnational projects to support innovation, transnational in-company placement projects etc.

France, the United Kingdom, Italy, Belgium and Germany participated in the surveys. These countries have fairly differing national economies yet the problems faced in preserving the architectural heritage are astonishingly similar.

This has allowed us to demonstrate similar interlinking factors between the intervention mechanisms of public bodies and the social partners and the implications for the validation or recognition of trades in the sector and for their value on the market.

For this reason we have published the five reports and the summary report in one single volume (EN and FR). The national reports in the original languages (BFL, D, I) are available free of charge upon request from CEDEFOP.

Retuerto de la Torre
Deputy Director

Gesa Chomé
Project coordinator

SUMMARY OF THE NATIONAL REPORTS

Jean-Louis PAULET
Architecte du Patrimoine

LIST OF CONTENTS

	Page
1. INTRODUCTION	**9**
2. RECOGNITION AS REGARDS TRAINING AND CERTIFICATION	**10**
2.1 In initial training	10
2.2 As regards continuing training	12
2.3 Systems for the validation and certification of qualifications	13
3. THE RECOGNITION AND UPGRADING OF QUALIFICATIONS IN FIRMS AND OCCUPATIONAL BRANCHES	**14**
3.1 Classification: position and pay levels	14
3.2 Recruitment and employment	14
3.3 Work organization and the division of tasks	15
4. CONCLUSIONS AND PROPOSALS	**15**

1. INTRODUCTION

This summary report constitutes the fourth stage in the programme concerning occupational profiles in the field of the restoration and rehabilitation of the architectural heritage.

In the first stage, the monographs submitted in 1991 by Germany, Italy, Belgium, France and the UK were intended to provide a description of the existing situation as regards systems, provision and needs.

The second phase, in 1992, involved the preparation of a summary report at European level.

Virtually all this material is still up-to-date and will not, therefore, be reviewed here.

The new monographs, submitted by the same countries in 1993, were designed to assess the impact on systems and jobs of the recognition of qualifications in this field in the respective countries.

The five reports vary substantially in nature according to the professional background of the authors, who include architects, initial, secondary, high-level or continuing training instructors and educationists or building industry specialists.

The reports also varied in the methods used for their preparation: some - notably the Belgian report - were based on surveys, while others were based on research methodology. The monographs also differed in the importance they attached to the following elements:

- training for the qualifications in question;
- recognition by firms as regards positioning in the classifications;
- the allocation of tasks and salary levels.

All the reports were concerned with the upgrading and recognition of qualifications in the field of the restoration and rehabilitation of the architectural heritage.

The aim of the present paper is to present a summary on the basis of the five 1993 monographs.

The reports fell into two principal categories:

- the German and Italian reports were essentially concerned with the conservation of historic buildings and devoted little space to the remainder of the rehabilitation market;

- the other three reports - from France, Belgium and the UK - were designed to cover the entire field, which includes not only conservation but the rehabilitation and maintenance of existing buildings.

Differences in the terminology used in the reports entail differences in content and conclusions: this will be borne in mind in the present paper.

The five 1993 reports were also influenced by the economic context and the state of the market for conservation and rehabilitation work. The first point to emerge is that the share of restoration and rehabilitation in the overall market differs markedly from one country to another, but is tending to expand everywhere. Some examples are given below:

- in Germany, conservation work in the strict sense accounts for 25% of the turnover of self-employed master craftsmen qualified as restorers. This is still a modest figure; firms need skilled personnel to enable them to undertake all types of work required, whether new-build or restoration;

- in the UK, only 5% of buildings are classified or protected; but the public's concern for the architectural heritage combined with the unprecedented economic crisis in this sector has led to an increasing demand for the renovation of existing buildings rather than new construction. The demand for conservation work is also expanding.

We can now identify another characteristic of this phase: the economic crisis tends to strengthen demand for the maintenance of existing structures at the expense of new building. At the same time, however, the present economic situation has led to an emphasis on the greatest possible economy rather than high quality. As a result, the trend towards high-quality restoration and renovation work over the medium and longer term is less evident, meaning that the industry will be slower to recognise the need for specific skills.

Nevertheless, it may be noted that the programmed housing improvement operations (OPAH) in France are accompanied by environmental improvement operations which generally concern the urban environment as a whole (e.g. improvements to public spaces, street furniture and various other urban facilities).

For firms, these activities entail a broadening of their capacities in the area of urban improvement works. These programmed operations, therefore, are a contribution to the moves towards improving the quality of housing and also of the entire urban environment.

Similarly, in the UK - where the building trade has been hard hit by the economic crisis - the demand for the renovation of existing buildings is gradually prompting the sector to examine the question of a genuine rehabilitation and renovation policy and the skills required to carry it out.

In the rehabilitation and restoration sector, the economic context is also marked by another feature: the importance of crafts enterprises and subcontracting, which raises the question of determining the best means for the recognition of the specific qualifications required in this sector. Whilst in the larger firms, where they exist, the question arises in terms of classification, collective bargaining and the positioning of workers, in small firms - and especially crafts enterprises or sole-proprietor businesses - the problem relates rather to the price the qualifications in question can command on the market.

Consequently, the question of the upgrading and recognition of qualifications in the fields of restoration and rehabilitation must be seen not only in terms of formal qualifications, the validation of skills and knowledge, certification and the recognition of vocational experience, but also in terms of the recognition of qualifications by crafts enterprises.

2. RECOGNITION AS REGARDS TRAINING AND CERTIFICATION

2.1 In initial training

A striking feature in all five countries studied was the insignificant share of initial vocational training devoted to restoration and rehabilitation skills.

A few examples may be found in Italy and Belgium; however, they are mainly concentrated on certain trades such as stone-cutting or decorating.

In some cases, training is provided by bodies coming under the public authorities, while in others courses are run by the trades in question:

- in Belgium, for example, a one-year supplementary training course is organized within the public initial vocational training system;

- in Italy, specialized initial vocational training is organized directly by the respective trades;

- the same may be said to be the case in France, since the specialist endorsements are awarded essentially by the network of apprentice training centres run by the Central Committee for the Coordination of Training, which is a joint structure;

- at another level, in the UK training courses for architects and engineers financed by the State include material designed to provide students with a knowledge of existing structures and the techniques required for their conservation and rehabilitation.

However, the numbers of trainees involved are low in all the countries:

- in Italy, taking both initial and continuing training into account, only 1 000 trainees are attending courses in restoration and rehabilitation; training is given in the context of apprenticeships, with alternating periods of training and work experience;

- in Belgium, the supplementary training year available on completion of the initial vocational training course is attended each year by only 16-18 trainees. The meagre contribution of initial vocational training to the acquisition of qualifications in rehabilitation and restoration raises the question of the respective roles of the education system and the industry in vocational training:

    - can the school system supply personnel ready to take up a job and practice a trade involving restoration and rehabilitation work?

    - does the training/work experience system correspond more closely to needs?

    - must initial vocational training be supplemented by on-the-job training on entering employment?

    - or should specific further training be given only to experienced workers?

The various countries have chosen a wide variety of solutions to these problems: however, the common feature is the widely felt need to gain practical experience in real situations and gradually learn the required techniques, methods and means of diagnosis.

As regards initial training, it appears that the solution best adapted to needs - and the most widely accepted - is training alternating with work experience, whether given under an apprenticeship contract in the strict sense, via training sites or organized directly within the education system.

Examples are the provision of part-time training in Belgium and training/work experience schemes in France. In the present situation, however, continuing training accounts for the lion's share in the field we are concerned with.

2.2 As regards continuing training

Although the greater part of training in specific skills in the field of restoration and rehabilitation is accounted for by continuing training provision, all five country reports admit to a shortfall in this sector. The idea of investing in the acquisition of skills and qualifications in restoration and rehabilitation seems so far to have gained little ground in the industry, even though appreciable progress has been made in recent years and many individual firms and certain countries affirm their intention to move ahead in this respect.

In the five reports innovations, new qualifications, plans and projects are to be found. To some extent these depend on the conditions relating to continuing training: questions of financing stand out among the reasons for its development - or non-development.

In Germany, for example, the financing of continuing training leading to qualifications is not fully assured. Workers wishing to attend full-time courses must take unpaid leave for two years and finance the cost of training - besides subsistence and travel expenses - themselves, with very small allowances from the State and no financial involvement on the part of the firm. These conditions are a strong disincentive to the development of qualifications in the field of conservation in Germany.

A very different situation prevails in France, where the GFC-BTP (Joint Organization for Continuing Training in the Building and Public Works Industries) enables firms to finance training courses in this field via the training levy; workers can, on their own initiative, take training leave to attend courses in conservation, restoration or rehabilitation.

The major firms generally prefer to organize these courses themselves, by contrast with small firms which do not possess the necessary resources and rely for this purpose on outside structures; the best example of this is in Germany where training centres specializing in restoration and rehabilitation trades have been organized throug agreements and cooperation between the Federal and Länder authorities and the Chambers of Trades. As a result, after attending courses in these centres, continuing training frequently enables workers to leave their positions as employees to become heads of crafts enterprises.

The crisis in the building sector in recent years explains many things: there have been a great many redundancies, which also accounts for the fact that needs as regards initial vocational training are, for the time being, limited.

As regards continuing training, it functions best when firms responding to a crisis situation elect to enter the new market in the rehabilitation or maintenance of existing buildings and undertake to retrain their personnel accordingly. In such cases firms prefer training courses designed for workers in employment, to which they send experienced personnel.

Firms most often given preference to in-house training: this is especially the case where the major firms are concerned. For example, in Belgium on-the-job training is preferred, whilst in Italy training sites are the preferred option; in the latter case, the fact that firms are not indemnified acts as a brake on the expansion of the number of trainees.

Longer training courses are also offered by training bodies or centres for workers acting on their own initiative and - frequently - job seekers.

The current crisis explains the fact that workers - especially in Germany for example - are very reluctant to leave their firm or job to undertake a two-year training.

Full-time courses of this kind, designed for job-seekers hoping to re-enter the labour market after obtaining supplementary qualifications, exist in Germany, France and Belgium.

However, at present this objective appears difficult to achieve as a result of the economic crisis, firms preferring to rely on on-the-job training for existing personnel rather than the recruitment of new staff.

Training provision is developing partly as a result of strengthening public demands regarding the quality of the built environment. These demands have led to the imposition of stricter requirements on firms and project supervisors regarding the quality of the work carried out.

In view of these demands, which relate especially to the conservation of the architectural heritage, a variety of initiatives have been taken both by networks of associations and recognized training bodies to develop their provision in the field of conservation. In most cases, these initiatives are being supported by the respective governments to enable the labour market reintegration of job-seekers or the longer-term unemployed.

2.3 Systems for the validation and certification of qualifications

The first point to be made here is that the concepts of "qualification" or "authorization" have different applications in the various countries: in some cases they relate to firms, in others to persons and in yet others to both.

Authorization and classification systems for firms exist in France, with authorization under headings 15 and 126, and in Belgium, with authorization under headings D6, D21, D23, or D24 in accordance with the type of work to be carried out; in Italy, registers are kept by the national or regional authorities. By contrast, this system has no equivalent in Germany or the UK.

In the UK, special qualifications for project supervisors exist in the form of a register, while France has introduced a special qualification for historic buildings architects.

In none of these cases, however, do the firms in question enjoy a monopoly in this sector; even where authorized firms held a monopoly position, it has been increasingly infringed as a result of the small number of these firms in relation to the size of an expanding market.

The new needs have prompted the introduction of new training courses in specific skills leading to the award of certificates or diplomas. The following examples referred to in the five country reports may be cited:

- Belgium is a special case in that it has no formal qualifications in this field;

- in Italy, by contrast, attestations are awarded to trainees on completion of courses at company training schools given in conjunction with FORMEDIL (National Organization for Vocational Training in the Building Trades);

- in France, qualifications in the restoration of the architectural heritage are still given in the form of endorsements to Level IV Certificates (European Level III); rehabilitation engineers' certificates are awarded by the National Academy of Arts and Crafts in conjunction with the Limousin AREF (Regional Association for Training in the Building and Public Works Sectors);

- the UK has introduced a new system - the N/SVQ (National or Scottish Vocational Qualification System) - the details of which in respect of the restoration and rehabilitation sectors are still at the draft stage. The City and Guilds Institute, set up very recently

(September 1993) has introduced a system which provides for career progression up a ladder of qualifications, which will be recognized at international level;

- in Germany, Federal qualifications in restoration exist both for master craftsmen and highly-skilled workers, while training courses leading to qualifications for highly-skilled workers are available in several Länder.

The examples from the UK and Germany illustrate the developments taking place in those countries since the first reports on this subject were submitted to CEDEFOP in 1991 and 1992. This trend is a positive one in that new training courses and qualifications have been introduced in response to needs - even though these measures are still a long way from meeting the requirements of the market in rehabilitation and restoration work.

3. THE RECOGNITION AND UPGRADING OF QUALIFICATIONS IN FIRMS AND OCCUPATIONAL BRANCHES

3.1 Classification: positioning and pay levels

Very few references to restoration and rehabilitation skills are to be found in the texts of collective agreements.

Of the five countries under study here, no references of this kind are to be found in Belgium, Italy or the UK.

In Germany, only one qualification in this field is recognized and identified since it corresponds to a classification level - the Restoration Technician ("technician" is a skill level referred to as such in classifications under collective agreement).

In France, little is to be found, especially since the new system of classification criteria adopted under the recent collective agreement no longer embodies precise definitions of jobs and the skills required for their performance, but enables firms to make any adaptation required via the classification criteria.

There is therefore no obligation to recognize particular qualifications. However, the National Masons' Association, representing one of the principal branches in the building sector, advises its members to classify workers specializing in rehabilitation and restoration work in positions 3.2 and 4.1 of Classification Levels III-2 and IV-1. On this point the situation seems scarcely to have evolved since the previous reports prepared for CEDEFOP in 1991 and 1992.

It may be noted that in Germany the trade unions are pressing for the integration into the classification of one of the qualifications (craftsman, restoration) accessible to skilled workers and journeymen via continuing training at Federal level.

3.2 Recruitment and employment

The impression left by the five national reports is that the job market for personnel qualified in restoration and rehabilitation skills is still small and that firms still operate rather by trial and error, reacting to events with no preparation or planning as the need arises. The case of Belgium illustrates this point since only 20% of personnel are assigned from the outset to tasks they have been trained for.

The second point to emerge is that firms seem to prefer to retrain personnel with basic skills in building trades for specialized skills relating in general to new building rather than recruit staff already qualified in restoration or rehabilitation work.

This is the case in Belgium and Germany, where basic qualifications relate to new building, and firms or individuals only choose to specialize in restoration or conservation once they become experienced.

At present specialized qualifications appear to count for little as regards recruitment. In several countries, priority is given to experience acquired within the same firm - or in other firms, as in Belgium and the UK.

When recruiting staff on the basis of specialist qualifications, firms prefer skills acquired in initial training via apprenticeships, or in continuing training through the training/work experience system.

The market in conservation and rehabilitation work still looks fragile to firms, accounting for only one part of their turnover; consequently, versatility is a requirement for new staff. Workers, foremen and supervisory staff are expected to possess the skills necessary for work on both new construction and old buildings.

Finally, in the UK the market has operated in a totally different way for almost 40 years, with the main contractor in a building operation employing a series of subcontractors who are not required to show proof of any particular skills or capacities. It will be seen that this system seriously limits the possibilities for dialogue between employers and trade unions as regards both positioning in the classifications and the development of continuing training in the sector.

3.3 Work organization and the division of tasks

The fact that many firms in the five countries under study undertake both new construction and work on old buildings means that there is no specific division of tasks between restoration and rehabilitation specialists and personnel trained in new-build.

This is the case, in particular, for conservation and rehabilitation technicians in the various trades in Germany, who are unable to devote their skills solely to work in their specific fields.

However, the organization of work in the restoration and rehabilitation sectors points out the need for team work to a greater extent than work in other sectors of the building trade. The Belgians and Italians stress this point particularly and insist that personnel with specialized skills may only be permitted to work independently after a period as part of a team. Team work, being a collective activity, also promotes an aptitude for cooperation.

4. CONCLUSIONS AND PROPOSALS

While the situation varies from one country to another, it may readily be seen that the upgrading and recognition of specific qualifications in rehabilitation and restoration skills has still barely begun.

Differing traditions and cultural factors in the various countries give rise to differing systems for the recognition of qualifications in general; these systems may be applicable at national level, as in most countries, or much more decentralized, as in the UK.

The crisis persisting over the past few years has made it somewhat more difficult to identify current trends. While the recession has brought about a tendency to concentrate on existing buildings to a greater extent than before, at the same time it has tended to curb demands regarding the quality of work.

Nevertheless, many plans and projects are in preparation aimed at defining skills, occupational profiles and qualifications in the field under study.

The following two examples illustrate this trend: the new continuing training diplomas introduced in Germany in the past few years and the planned N/SVQ qualifications specific to rehabilitation, maintenance and conservation in the UK.

Similarly, the need for a better means of attesting to the quality and levels of expertise of both firms and their personnel is being increasingly felt in all the countries.

This is the case in the UK, where both employers and the self-employed are pressing for the development of some form of accreditation for firms attesting to their levels of expertise and the competence of the personnel they employ.

In Belgium, where authorization for firms exists but is not indispensable to obtain rehabilitation and restoration contracts, the industry has raised the question of the introduction of an accreditation protected by law attesting to the skill levels of their workforce.

The industry is relying on the development of vocational training to raise skill levels and expand the pool of skilled personnel available; in Italy it is also seen as a means of reducing the costs involved in the regular use of subcontracting.

As regards initial vocational training, apprenticeship seems to be the most highly regarded system - especially in Belgium and France, for example - with both sides of industry being involved in its development and organization.

It is assumed in all the countries that there will be a need in future for greater numbers of qualified personnel. In several countries this presupposes an improvement in the building trade's image: employers in France and Belgium, for example, are keenly aware of this aspect.

To sum up

- The development of qualifications in this field and the related training courses implies that thought must be given to the problem of financing. Some countries, especially Belgium and Italy, are calling for financial incentives for firms.

- There is also a very general demand for the introduction of recognized certificates, sometimes taking the form of qualifications protected by law, as in Belgium.

- Firms are demanding that the qualifications relating to these skills should permit the greatest possible versatility.

- Given the specialized nature of the skills required, firms prefer to provide training themselves to the greatest extent possible, in the form of apprenticeships where initial training is concerned or via the organization of continuing training courses.

- A factor in the development of these training courses is that in their organization, account has to be taken of the firm's workload. In Belgium, for example, since the volume of work varies considerably with the season, firms prefer that in apprenticeships classroom training is given during bad weather and on-site training in summer. Similarly, in both Germany and Belgium, courses organized on a sporadic basis are preferred for adults, while in Belgium a system of part-time tuition in initial training courses has now been officially approved.

- The question of moving towards the harmonization of programmes, curricula and formal qualifications has also been raised. This question has already arisen at national level, where earlier systems have broken down as in the UK, or differ from one region to another as in Italy; however, the same question is now being raised at European level via the REFORME network.

- Finally, the recognition of qualifications is in the long run essential, if only to enable firms to keep personnel they have trained in restoration and rehabilitation skills. In several countries, many firms fear that the workers they have trained may be attracted away by other firms.

NATIONAL REPORT

FEDERAL REPUBLIC OF GERMANY

Jürgen W. Pallada
European Centre for the Preservation of Historical Monuments and Buildings and Ecologically Friendly Construction
- Schloß Raesfeld GmbH -

LIST OF CONTENTS

	Page
1. PREFACE	**23**
2. FURTHER AND CONTINUING TRAINING MODELS IN THE FEDERAL REPUBLIC OF GERMANY	**24**
2.1 Further and continuing training at master craftsman level	24
2.2 Further and continuing training at the journeyman (skilled worker) level	25
3. ASSESSMENTS	**26**
3.1 General remarks	26
3.2 Master craftsman level	27
3.3 Journeyman/Skilled worker level	30
4. SUMMARY AND PROSPECTS	**33**
4.1 Summary	33
4.2 Prospects	33

1 PREFACE

1.1 In the Federal Republic of Germany's national report on "Occupational activities and qualification requirements in the preservation and renovation of the architectural heritage", published by CEDEFOP in 1992, the author arrives at the following summarizing conclusion: "The training regulations governing most occupations in the building trade in which recognized training can be obtained take little or no account of the activities specifically required in the rehabilitation and restoration of buildings. However, the current training regulations governing occupations traditionally associated with the rehabilitation of buildings form a notable exception: the occupations of stonemasons and cutters, plasterers, carpenters and painters. Coping with the complex tasks involved in the rehabilitation and, above all, the restoration of buildings, however, calls for abilities, skills and know-how which presuppose the widest possible general education, a thorough knowledge of the traditional crafts and wide-ranging practical experience in several allied building trades. Such skills and knowledge cannot, however, be adequately acquired during the comparatively short period of initial training, which is, moreover, geared to specific skills and tasks."[1]

This assessment of the situation and especially the thoughts expressed in the last sentence still remain valid two years further on. For this reason, the present study will confine itself to the area of further and continuing training.

1.2 The author states in section 4.2.1.3 of the same report: "At present there is no comparable course below technical college level in the Federal Republic for restorers wanting to specialize in the rehabilitation and restoration of buildings."[2] This statement does not give an adequate assessment of the situation. The present study will have to examine the matter in greater depth.

1.3 Finally, the aforementioned report ascribes the continuing training courses leading to the qualification of "designer" and "designer in the crafts" to the area of "new specialists" in the preservation of monuments.[3]

This classification is inappropriate and inaccurate. Teaching creative design skills cannot be considered to be one and the same as the knowledge and skills required for the restoration, preservation and reconstruction work aimed at preserving the architectural heritage - even though they might have points in common with regard to technical abilities in the individual case. If there is one thing a specialist working in the area of monument preservation is not asked to show, it is creativity and designer talent. For this very reason, the report should have disregarded the designer occupations in the area under survey.

1.4 Up until now the building industry has not shown any signs in either initial or further or continuing vocational training of including any training on the preservation of the architectural heritage. For this reason, this study will deal with occupational profiles in the building and

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[1] Dr. Gerhard Buck in the Federal Republic of Germany's national report on "Occupational activities and qualification requirements in the preservation and renovation of the architectural heritage", page 187.

[2] Dr. Gerhard Buck in the Federal Republic of Germany's national report on "Occupational activities and qualification requirements in the preservation and renovation of the architectural heritage", page 167.

[3] ibid., page 173.

interior building trades, and with small and medium-sized enterprises (SMEs) in the craft trade sector.

1.5 Since in the Federal Republic of Germany the preservation of the architectural heritage comes under the *Länder's* sovereignty (the *Länder* are competent in all matters concerning education and cultural affairs), the relevant legislation is the responsibility of the individual *Länder*. This has resulted in individual *Länder* enacting laws that focus on quite different aspects. This might not be a hindrance when dealing with regional requirements. It is, however, not very helpful when it comes to developing nationwide criteria for qualifying artisans to preserve the architectural heritage.

What makes the situation even more complicated is the fact that in the individual *Länder*, different specialized ministries are responsible for developing and applying laws to protect historical monuments. The responsibility partly varies from one *Land* to another and rests with such ministries as the Ministry of Education and Cultural Affairs, the Ministry of Construction, the Ministry of Urban Development or the Ministry of Environmental Protection.

2. FURTHER AND CONTINUING TRAINING MODELS IN THE FEDERAL REPUBLIC OF GERMANY

2.1 Further and continuing training at master craftsman level

2.1.1 Federal level

2.1.1.1 On the basis of Sections 41 and 46 of the Vocational Training Act and in connection with Article 42, para. 1 of the Craft Trades Code, the Association of German Chambers of Handicrafts has established nationwide continuing training measures which conclude with an examination before a Chamber of Handicrafts to qualify as a "Restorer in the ... craft trade". These courses are available in the following trades:

Trade	Examination regulations came into force on:
1. Stonemason and cutter	11 April 1984
2. Painter and varnisher	11 April 1984
3. Mason	07 November 1984
4. Carpenter	07 November 1984
5. Stucco and ornamental plasterer	07 November 1984
6. Joiner	30 December 1985
7. Parquet floor layer	09 May 1986
8. Wood carver	09 March 1987
9. Interior decorator	10 August 1987
10. Gilder	25 August 1988
11. Construction metalworker	16 December 1991
12. Bookbinder	03 December 1992

2.1.1.2 Several national professional associations have cooperated with regional continuing training establishments in the craft sector to develop continuing training courses which qualify the participants - without them sitting a formal final examination - to carry out in a competent manner work related to their trade to preserve historical monuments.

Such continuing training is currently available in the following trades:

1. Roofer 2. Plumber

2.1.2 *Länder* level

- No regulations -

2.2 Further and continuing training at the journeyman (skilled worker) level

2.2.1 Federal level

2.2.1.1 On the basis mentioned above under 2.1.1.1, the Association of German Chambers of Handicrafts has cooperated with the competent trade unions to develop standardized, national training courses leading to the qualification of "Skilled restoration craftsman/woman". These courses conclude with an examination before the Chamber of Handicrafts or the district handicrafts association.

Training is available in the following trades:

Trade	Examination regulations came into force on:
1. Mason	20 August 1985
2. Carpenter	20 August 1985
3. Stucco and ornamental plasterer	20 August 1985
4. Parquet floor layer	09 May 1986
5. Interior decorator	10 August 1987
6. Painter and varnisher	17 March 1988
7. Joiner	17 March 1988
8. Stonemason and cutter	20 March 1991
9. Bookbinder	03 December 1992

2.2.2 *Länder* level

2.2.2.1 North Rhine-Westphalia (NRW)

In 1985, the category of a "state specialized institute for the preservation of historical monuments" with two-year courses was introduced with the following areas of specialization:

Wood
Stone
Paint/Plaster
Metal.

To be admitted to these training courses applicants must have completed relevant initial vocational training and worked as a journeyman/skilled worker for at least two years.

Initially, these courses led to a state examination. Successful candidates were given the title "State-certified restorer of historical monuments". At the beginning of 1990, the institution was converted into a "specialized institute of technology specializing in the preservation of historical monuments and old buildings". Since then graduates have been given the title "State-certified technician for the preservation of historical monuments and old buildings".

Whereas the aforementioned type of institution is aimed at restoration work on immoveable cultural assets, a three-year training course that the landscape associations of Rhineland and Westphalia-Lippe introduced led to the qualification of "State-certified restoration technician" and was geared to the restoration of moveable cultural possessions. This technical institute did not require any specific prior vocational training from candidates applying for a place in their three-year courses. It deliberately accepted a wide range of previous qualifications as admission criteria. The pilot scheme was unable to boast a long life. After two courses between 1987 and 1993 the experiment was aborted. The reasons for this will be discussed later in the report.

2.2.2.2 Hesse

In 1992, the *Land* of Hesse introduced a training course leading to the qualification of "State-certified construction technician specializing in rehabilitation and the preservation of historical monuments". It was to be run by the already existing Specialized Institute of Technology and Design. Previous vocational qualifications, time schedule and curriculum are much the same as the North Rhine-Westphalian model.

2.2.2.3 Schleswig-Holstein

A slightly different model was implemented in Schleswig-Holstein as long ago as 1966. This model does not expressly mention specialization in work on protected historical buildings. Nonetheless, the admission requirements, time schedule and training contents of this training course leading to the qualification of "State-certified technician for the preservation of buildings" is very similar to the technician training in the North Rhine-Westphalian model.

3 ASSESSMENTS

3.1 General remarks

3.1.1 Reference to the dual system of vocational training

A feature that the above-described and still existent qualification models for workers employed in the preservation of the architectural cultural heritage in the Federal Republic of Germany have in common is that none of them reflects a new and original occupational profile.

In all cases they are further and continuing training courses above the journeyman/skilled worker or master craftsman level and they fall within the occupational profiles that are governed and defined by laws and regulations.

This means that the question of the additional qualifications to be imparted is directly related to the knowledge and skills taught during initial and secondary vocational training within the German dual system of vocational training. The methodological and didactic further and continuing training concepts at journeyman/skilled worker and master craftsman level follow on directly from the knowledge and skills acquired during initial and secondary vocational training and during several years of work on the job.

3.1.2 The time factor

For the purpose of international comparisons we would like to throw more light on the above statements through a juxtaposition of the time factor: A technician (journeyman/skilled worker) who has qualified in the Federal Republic of Germany to work in the preservation of historical monuments has at least the following occupational experience:

1. Three-year apprenticeship	= 3 years
2. Two years of work as a journeyman	= 2 years
3. Two-year full-time training to become a technician	= 2 years
Total	= 7 years

The time and age factor is even more critical at master craftsman level:

1. Three-year apprenticeship	= 3 years
2. Three to five years of work as a journeyman	= 5 years
3. Two years master craftsman training	= 2 years
4. Two to three years of work as a master craftsman	= 2 years
5. Two years further training to become a "Restorer in the ... craft trade"	= 2 years
Total	= 15 years

This means that as a rule additionally qualified journeymen/skilled workers are in their mid- or late twenties before they are available to the labour market as additionally qualified skilled workers. Master craftsmen who have acquired additional qualifications are even older; they are in their late twenties or mid-thirties before they can be employed as independent skilled workers in the preservation of the architectural heritage.

Here we are faced with a problem that is familiar from general schools and institutions of higher education: Compared with other countries, graduates of German training courses are quite old.

3.1.3 Financial and social aspects

Although attendance at all the aforementioned technical colleges is free, the journeyman/skilled worker has to support himself during the two years of training. In general, no support is granted under the Federal Law on Education and Training Promotion. If necessary, support has to be claimed in accordance with the Labour Promotion Law and any assistance from this is granted exclusively in the form of loans. The consequence of this is that the above-mentioned technicians are burdened with debts of DM 20 000 to DM 25 000 at the end of their additional qualification course. It is obvious that the weaker social groups and, because of the above-mentioned age structure, married craftsmen (particularly if they also have children) often shrink away from this additional financial expenditure. As a result, many interested and sufficiently pre-qualified candidates never take up work in the preservation of the architectural heritage. The chances of occupational upgrading and consequently, upward social mobility remain unused.

The discrepancy between financial assistance for academic learning and lack of it for vocational training, which is typical of Germany, are thus apparent in the field of monument preservation, too.

3.2 Master craftsman level

3.2.1 Further training models

The additional qualification of "Certified restorer in the ... craft trade" can be obtained at a number of chambers of handicraft and at two further training centres which were set up specifically for this purpose in the old *Länder* in the early 1980s. Comparable establishments do not yet exist in the new *Länder* or they are still in the foundation phase.

Three different models of further training can be identified. The preparation for the further training examination is run as a full-time course, as evening or weekend courses or as a modular concept in the form of in-service training with two- to four- day modules. While the full-time training course is designed for applicants who have not yet assumed a responsible position in their occupation - it usually follows on directly from the master craftsman's examination - the latter two models are aimed at the self-employed or master craftsmen in managerial positions in small or medium-sized enterprises in the building, interior construction and craft trades who are not able to attend several months of full-time training courses because they cannot be spared from the workplace.

3.2.2 Financing models

As explained under 3.1.3, attendance at the state-run technical college is free for interested journeymen/skilled workers. The preparatory courses for the examination to become a "Restorer in the ... craft trade" must always be paid for, however. Travel costs to and fro and possibly, accommodation expenses, have to be added to the course fees, which range from DM 5 000 to DM 7 000 depending on the region and the trade. If we take into consideration that the entrepreneur/manager has to sacrifice up to 100 working days for about 700 to 1 000 lessons, the total cost per participant will amount to about DM 35 000.

Although the labour administration grants financial assistance for those in dependent employment to attend the preparatory course, the allowance of DM 2,-- per lesson is so low that master craftsmen in dependent employment can only rarely take advantage of further training to become a "Restorer in the ... craft trade". They are confronted with financial restrictions similar to those facing journeymen and described in 3.1.3.

Continuing training courses that do not lead to further training examinations are less expensive. At the end of these continuing training courses the organizer issues an informal certificate stating the subjects and the number of hours the participant has attended. The described courses for master roofers and plumbers comprise about 150 (45-minute) lessons.

The course fees are around DM 1 500. Even if we add the same, proportionate attendant expenses as we had for the "Restorer in the ... craft trade" model, the approx. DM 5 000 for this continuing training scheme would work out to be far less expensive.

3.2.3 Acceptance among self-employed and dependently employed persons

Dependently employed master craftsmen are very keen to obtain certification under public law - as granted by the examination before the Chamber of Handicrafts - since such certification improves their chances on the labour market. For this reason, the last model mentioned above is not particularly attractive to employees. The self-employed do not attach so much importance to certification under public law, however. They are more interested in improving their know-how and thus, their competitiveness.

From this it follows that, for financial, social and labour market reasons, the overwhelming majority of all master craftsmen acquiring additional qualifications to carry out work in the preservation of the architectural heritage are self-employed entrepreneurs and/or owners of craft enterprises.

Although it proved extremely difficult to ascertain very precise figures on this complex subject, it can be assumed that more than 85% of all those who attended further training to become, for example, a "Restorer in the ... craft trade" are either self-employed, or as the offspring of self-employed persons, they have the time and financial resources required to attend the described training courses. This means that the overwhelming majority of the approximately

3 000 master craftsmen who have qualified as "Restorers in the ... craft trade" in the Federal Republic of Germany since 1984 work in their own enterprise.

3.2.4 Economic and occupational aspects

The decision to undergo further or continuing vocational training is mainly motivated by the employees' or employers' wish to maintain or improve their chances on the labour market.

This finding is also true for continuing vocational training in the preservation and renovation of the architectural heritage.

Although recollection of past values and pride in the historical heritage of individual occupations also play a role in the decision to attend further and continuing training courses, improving one's competitiveness and optimizing one's market chances are aspects which should not be overlooked. There is nothing to be said against this motivation if the market is regulated by standards for tendering and placing of orders that stand in relation to what is needed for the competent preservation of historical monuments. The fact that this does not - or not yet - apply to the building market in the Federal Republic of Germany will be discussed at the end of this study.

We should note here: since the overwhelming majority of master craftsmen who have obtained additional qualifications in the preservation and renovation of the architectural heritage are self-employed, the question of collective wage agreements for this target group has virtually no relevance. There is no indication of a need to take action in this respect.

There is, however, an urgent need to do something about the financial support of dependently employed master craftsmen. If qualified managerial-level employees are to be offered new and interesting areas of specialization and social prospects, they need to be given financial assistance and stronger incentives.

3.2.5 Preservation of historical monuments as a market

Surveys among self-employed master craftsmen with the additional qualification of "Restorer in the ... craft trade" show that, after an initial period of two to three years of completing their further training, they draw on average 25% of their income from work in the preservation of historical monuments.

This means that only very few enterprises manage to exist exclusively from restoration and preservation work. The vast majority of enterprises in the building and interior building trades definitely has to master all the techniques required for the construction of new buildings as well as those needed for the preservation of historical monuments.

This is an important finding to which we will have to return when describing/assessing the journeyman level. But it is already apparent that over-qualification, specializing exclusively in preservation and restoration of historical monuments, can be fatal for an enterprise in the building, interior building and craft trades.

For this reason, enterprises specialized solely in the preservation of historical monuments are not needed but rather specialized enterprises that are able to work professionally and in line with market requirements in all "new" and "old building" sectors.

If we add all the public funds at federal, *Länder* and municipal level that are earmarked for work to preserve and renovate the architectural heritage, they amount to only about 10% of the sum spent on general housing, general rehabilitation and modernization of old buildings.

This means that the market share of pure preservation of historical monuments represents only a relatively modest sector of the building market.

This has to be borne in mind when examining the question of how many skilled workers with additional qualifications for the preservation of historical monuments are needed in the first place in the Federal Republic of Germany.

It does not make economic sense to develop and conduct further and continuing vocational training courses beyond the actual need.

3.3 Journeyman/Skilled worker level

3.3.1 Further training models

Training courses leading to the additional qualification of "Restorer" are nearly all organized as part-time courses with three- to four-week blocks of training. The participants are generally skilled workers and journeymen in employment. Their employers have to grant them leave of absence to attend the courses and continue to pay their wages and remuneration in kind. This fact - and the problem of financing the course fees and additional costs of living and overnight accommodation - has to be addressed at a later point.

The situation is different with the various training models for technicians. These are two-year full-time courses which require that participants leave their current employment.

In times of high insecurity on the labour market, journeymen/skilled workers who have a secure job think twice before handing in their notice since a promise of re-employment after the course is the exception rather than the rule.

At the same time we find that highly proficient journeymen and skilled workers - who for that very reason have permanent jobs - shrink away from long-term continuing training courses such as those offered at technical colleges, while not so proficient - and therefore sometimes unemployed - journeymen and skilled workers are more eager to accept such offers to get "off the streets".

If we observe pupils attending technical colleges for the preservation of historical monuments, we will see they display very heterogeneous learning behaviour and achievement levels.

The three-year training course leading to the qualification of "State-certified restoration technician", which was developed in North Rhine-Westphalia, occupies a special position.

The intention underlying this model was to create a state-recognized training course below university/specialized institution of higher education level and within the non-defined occupational profile of "Restorer". It was to qualify graduates to work either as self-employed restorers or as employees, especially in small, rural museums.

It proved to be impossible, however, to train craftsmen within three years to be such sufficiently skilled restorers of moveable cultural assets that they would have a chance to work as self-employed restorers on the free market. The hope that graduates would find employment in museums or similar institutions proved to be equally futile.

This pilot project was aborted in 1993 for this reason and also because the costs of these technical colleges, which required an untenably low teacher-pupil ratio for the practical training, were too high. In addition, large segments of the envisaged fields of work of course graduates

were already being covered by the graduates of the two-year technical colleges which had a completely different cost ratio. There are no plans to continue this project.

3.3.2 Financing models

The costs of the additional qualification of "Restorer" have generally to be covered through course fees, similar to the model for financing training courses for "Restorer in the ... craft trade".

This proved to be an obstacle from the outset, and the problem was overcome only in a few cases. Although the labour administration recognised the continuing training measure to qualify as "worthy of assistance", faced with a shortage of funds, it rarely saw itself in a position to provide 100% outside financing or go beyond the above-mentioned assistance of DM 2.-- per lesson.

The continuing training course leading to the qualification of "Restorer" is of secondary importance only for the purpose of this study since the vast majority of employers shows little inclination to continue to pay the wages/salaries of their staff and bear the bulk of the course fees since there is not necessarily a return on their investment.

Despite the situation described under 3.1.3, the question of financing attendance at technical colleges is of a different nature than that of financing the course for "Restorer".

The costs of material and personnel for the continuing training course for "State-certified technician for ..." are borne by the specialized ministries/ municipalities or regional authorities. While the participants have to clarify the question of their living expenses, they do not have to make any financial contributions of their own or request financial support from their employers.

3.3.3 Acceptance of training courses leading to the qualification of technician

While the situation as it has been described here does not exactly result in an excessive demand for training places in technical colleges, there is, however, a steady interest in them in the meantime, although it varies according to the region and trade. The demand for fashionable occupations such as joiner or carpenter is much higher than for building or metalworking occupations.

It is noticeable that since 1992 there has been a surge of interest among journeymen/skilled workers from the new *Länder* - which do not yet offer vocational training corresponding in terms of scope and quality to a two-year technician training course - to attend training courses for technicians in the old *Länder*. In some occupational groups they comprise up to 30% of all participants.

3.3.4 Economic and collective wage agreement aspects

The further training course leading to the qualification of "Restorer" has not yet been included in the wage group brackets of the relevant collective wage agreements. According to the competent expert in the executive of IG-Bau-Steine-Erden, when asked in individual cases, the trade union is of the opinion that journeymen and skilled workers with additional qualifications of the above-mentioned type should be paid according to wage bracket 2 under the collective wage agreement for industrial employees in the building trade. Since other collective agreement issues are more pressing at the moment, there is no talk of a collective wage agreement for the group at the current time, however.

Apart from this, it turns out that the further training course for "Restorers" will not play an important role in the medium-term. Completion of these training courses obviously does not lead to any re-assessment of an employee's qualifications worth mentioning and does not improve his/her chances on the labour market. The reasons for this are to be found in the unsatisfactory financial situation and the lack of interest shown by enterprises. This lack of interest is essentially a result of the market mechanisms described at the end of the study.

The situation is completely different for those who qualify as technicians.

Taking the example of North Rhine-Westphalia, we will illustrate how important it is - in this field also - to take the needs of the labour market into consideration.

In 1985, a "specialized institute for the preservation of historical monuments" was founded in North Rhine-Westphalia. To begin with, the school awarded its graduates the title of "State-certified historical monument preserver". The name of the school and in particular the title it awarded to its graduates caused much confusion and many problems.

First of all, state authorities for the preservation of historical monuments reacted very sensitively: their art historians and specialized architects considered themselves to be historical monument preservers. A "state-certified" historical monument preserver was superfluous and could easily be misunderstood in their opinion.

The next problem was that the graduates had severe problems on the labour market because the very narrow field in which they had specialized (preservation of historical monuments) limited the areas in which they could be employed. Many graduates did not find a job or had to accept temporary work that they considered to be beneath their level of qualifications. This caused a great deal of occupational frustration at times.

Finally, the fact that the occupation of the "State-certified historical monument preserver" was not listed in the wage groups of either the building or interior building trades nor in the Federal Collective Agreement for Public Employees proved to be a great obstacle to the graduates' efforts to receive appropriate pay. The result was long and unsatisfactory bargaining with potential employers on their wage group.

For this reason, in 1990 the school was converted into a "specialized institute of technology - specializing in the preservation of historical monuments and old buildings". Graduates were now awarded the title "State-certified technician for the preservation of historical monuments and old buildings". By extending the curriculum to include the repair of old houses in general, the graduates now had much better chances on the labour market. The frustration of not being given only highly qualified work in the restoration and preservation of historical monuments soon dwindled to be replaced by a more realistic assessment of job prospects. The fact that "technician" is a qualification level within the system of collective bargaining and remuneration legislation made job interviews much easier.

The acceptance of these graduates on the labour market has greatly improved since 1990.

4. SUMMARY AND PROSPECTS

4.1 Summary

Given the fact that the proportion of work to preserve the architectural heritage - which has to be clearly differentiated from general rehabilitation work because of the higher qualifications required - accounts for only about 10% of construction work performed in the Federal Republic of Germany and given the fact that even those building and interior building enterprises that are specialized in the preservation of historical monuments (because their owners have attended relevant continuing training courses) draw on average only 25% of their turnover from activities related to the preservation of historical monuments, we arrive at the following conclusion:

- There is no or only little demand for skilled workers who are specialized exclusively in the restoration or preservation of historical monuments. Enterprises tend to frown upon too narrow a specialization.

- It is necessary that master craftsmen and journeymen/skilled workers have the skills required for both "new" and "old" building and construction if they want to maintain and improve their market chances.

- It is of no particular importance to self-employed persons/ entrepreneurs whether or not their new qualifications for work in the preservation of the architectural heritage are recognized under collective wage agreements.

- The issues of an appropriate distribution of tasks and an appropriate grading on the basis of the existing wage rates and the Collective Agreement for Public Employees are satisfactorily regulated for journeymen/skilled workers who have attended state-run technical colleges.

- The training course for "Restorers" concluding with a further training examination under public law (examination before the Chamber of Handicrafts) has not resulted in a general re-assessment by enterprises so far. A collective wage regulation is still lacking and not to be expected in the near future.

- In addition to the state-recognized qualification of "technician" at journeymen/skilled worker level, the Federal Republic of Germany offers master craftsmen and journeymen sufficient opportunities for further training in the preservation and renovation of the architectural heritage that concludes with an examination under public law and a certification.

4.2 Prospects

At the instigation of the trade unions and employers' association, the Federal Institute for Vocational Training commissioned the universities of Bremen, Hamburg and Dortmund to prepare a study by the end of 1994 investigating the extent to which the training contents of building and interior building occupations still meet the actual requirements of the market. Part of the study is an investigation into whether and to what extent the issue of qualifications for work in the preservation and renovation of the architectural heritage has to be integrated in initial vocational training.

In general, however, in the Federal Republic of Germany, treating the issue of continuing training in the preservation and renovation of the architectural heritage as a matter of priority is blocked by the following unfortunate situation:

Commissions to carry out work in the preservation of historical monuments, especially those financed by public funds, are generally placed according to the "principle of the lowest bidder". This means the enterprise tendering the lowest bid will obtain the commission. The firm's credentials for the job at hand are rarely checked. As a result, it is often the case that enterprises employing staff which is especially qualified for work in the preservation of historical monuments and which - as described - expects and receives higher wages do not stand a chance of obtaining attractive commissions.

As long as the legal foundations of public tenders/granting commissions are not changed, the future does not look bright for efforts to encourage higher qualifications and acceptance under the collective bargaining agreement in the area under review.

NATIONAL REPORT

BELGIUM DUTCH-SPEAKING REGION

Hoger Instituut voor de Arbeid
(Higher Institute for Labour)
Catholic University of Leuven

LIST OF CONTENTS

	Page
FOREWORD: SET-UP, FRAMEWORK AND SOURCES	39
1. QUALIFICATIONS FOR RESTORATION AND REHABILITATION: STATUTORY AND INSTITUTIONAL FRAMEWORK	39
2. AVAILABLE QUALIFICATIONS	40
2.1 Available qualifications from the point of view of supply	40
2.2 Available qualifications from the point of view of the demand side	43
3. DISCREPANCIES IN QUALIFICATIONS AND INTERNAL TRAINING	45
3.1 Recruitment problems	46
3.2 Internal training	46
4. FUTURE DEVELOPMENT OF THE VALUATION OF QUALIFICATIONS IN REHABILITATION AND RESTORATION	47
CONCLUSIONS	50
REFERENCES	51

FOREWORD: SET-UP, FRAMEWORK AND SOURCES

At the request of Mrs G. Chomé, we have agreed to draw up a report on the problems of qualification in the area of the restoration and rehabilitation of buildings. This report forms part of the research phase concerning this topic which is taking place in various EC Member States on behalf of CEDEFOP. This phase follows a study which was previously conducted in relation to occupational projects of employees in restoration and rehabilitation.

In this report we shall make use of a study which we have conducted ourselves. This is a survey of 100 business managers of building firms in which restoration work is carried out. The survey was supplemented by two case studies, which were aimed at giving greater depth to the material. This study was carried out on behalf of the King Baudouin Foundation and forms part of the Architectural Heritage programme. Studies also took place within this programme on the supply of training and the transition between education and the labour market regarding restoration techniques. The survey of 100 building firms took place in consultation with the Flemish Confederation of the Building Industry, the employers' organisation for the sector in Flanders.

We expanded and verified the information collected in this way on the basis of discussions with privileged witnesses. Special attention was paid to the views of representatives of the trade-union organisations and training instruction in the building sector. We wish to thank Messrs P. Franceus (CCHB) and W. Sonck (FVB) for the interviews granted. We are also grateful to Mr J. Coteur (French-speaking Belgian Building Federation), who examined for us whether the findings made in Flanders also hold true for the French-speaking part of the country. Within the limited context of this assignment we nevertheless hope to give a sufficiently representative outline of the problems of qualification in restoration and rehabilitation activities.

The structure of this report is as follows. In a first section we examine the statutory framework: to what extent is the occupation of restorer protected or recognised? Does it exist as a category within the collective bargaining negotiations? The second section briefly outlines the supply of qualifications and the available qualifications for personnel working in restoration activities. A third section makes clear what factors the requires qualifications are subject to at the level of work organisation. The discrepancies in qualifications as mentioned by respondents in the survey are also discussed. A fourth and last section presents some approaches to future developments in the supply and use of qualifications.

1. QUALIFICATIONS FOR RESTORATION AND REHABILITATION: STATUTORY AND INSTITUTIONAL FRAMEWORK

A statutory framework for the protection of professional qualifications relating to renovation and rehabilitation is virtually non-existent in Belgium. Renovation activities are subject to the same statutory regulations as new-building activities; these regulations do not contain any stipulations with regard to qualifications which employees involved in these activities must have.

There are, however, regulations on recognition for the restoration of listed buildings and monuments[4], particularly for the contractors involved. The following categories are distinguished: D6 (marble and stonemasonry work), D21 (cleaning and repair of outside walls), D23 (restoration by craftsmen) and D24 (restoration of monuments). These regulations on recognition form part of the recognition generally applicable to public-works contractors. The criteria for this recognition do not stipulate any clauses relating to the qualifications of personnel.

In practice, a large number of building firms nevertheless carry out restoration work without this recognition. In March 1993, only 28 Flemish building firms were recognised in category D6, 123 in D21, 31 in D23 and 169 in D24. A questionnaire of which the Flemish Confederation of Building Firms sent out 15,000 copies produced a return of 1,700 firms, all of which in one way or another carried out restoration work[5].

In the survey of 100 building firms (see later) regarding discrepancies in qualifications, the ratio between recognised and non-recognised restorers was to some extent reflected. Four had D6 recognition, seven had D21 recognition, three had D23 recognition and eighteen had D24 recognition. Sixty-two firms nevertheless state that restoration of listed monuments is included among their activities.

We deduce from this that having or not having recognition either plays virtually no role in being commissioned to carry out restoration work or is by-passed through sub-contracting.

2. AVAILABLE QUALIFICATIONS

2.1. Available qualifications from the point of view of supply

Training courses on restoration techniques can be taken at both secondary and higher level[6]. More specifically, the following forms of training are involved at secondary level:

- within compulsory schooling (regular education):
  - a) Secondary Vocational Education, six years of training as stonemason - marble worker.
  - b) Secondary Vocational Education, seventh year of specialisation.
  - c) Secondary Technical Education, seventh year of specialisation.
  - d) Apprenticeship contracts in small and medium-sized firms.
  - e) Training offered by the Part-time Education centre.

- outside of compulsory schooling (adult education)
  - f) Business owners' training courses in small and medium-sized firms
  - g) Part-time Art Education
  - h) Social Promotion education

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[4] This concept is discussed in more detail in CEDEFOP, *Occupations in building rehabilitation and restoration in Belgium*, Berlin, 1992

[5] Source: VCB, Unpublished document, 1993

[6] P. VAN LOOVEREN, Ambacht in restauratie = een inventaris van opleidingen in Vlaanderen (Crafts in restoration = a listing of training courses in Flanders), Brussels, KBS, 1992.

i) Training courses offered by the Flemish Employment and Vocational Training Agency (VDAB) or the Formation et Emploie agency (FOREM).

Training courses at higher level (restoration training courses in higher art education, artistic higher education and university education) will not be discussed in the context of this report. VDAB training courses are not included in the survey either, owing to their recent nature.

Despite this broad range of forms of training, the number of people taking these training courses is rather limited; varying from year to year, there are a few hundred each time entering the labour market with a qualification in restoration techniques. In a *first survey* we examined this transition from school or training course to the labour market, the main question being: do those completing training in restoration techniques find associated work[7]? Two approaches can typically be seen in the problem of association. The direct matching model is based on the supposition that those completing courses must be directly usable without extensive additional training.

In practice, this comes down to extensive planning and specialisation of branches of study. Problems encountered in this approach, however, are that it is unknown how demand will develop in the labour market and that occupational practice is becoming more heterogeneous. This demands an adaptability which it is impossible for education in its school form to have.

The flexibility approach assumes that the supply of training cannot really be planned on the basis of quantitative prognostic studies or qualitative studies of occupational profiles. Both the labour system and the education system must show greater flexibility in order to match the working environment better to the educational environment.

The school is responsible for basic training in which transitional skills are imparted to students alongside general knowledge and skills, these being the skills required to apply qualifications obtained in practical situations. Specialised knowledge and skills must be acquired in the after-school circuit, in which a role of significance is set aside for the intermediate education systems which as a result of their limited objectives and short-term programmes can respond more quickly to the needs of the labour market. In addition, it can be stated that the most work-oriented qualifications in fact are acquired actually on the job.

In the survey we examined the association with the labour market of those completing studies on restoration techniques in *regular education* (studies completed in 1987, questioned in 1992) and from *adult education* (studies completed in 1989, questioned in 1993). The survey related to two groups of 142 and 177 respectively. The intention was to examine what percentage of the groups find work which is either associated with their restoration training or associated with the main branch of study or not associated. We look first at the results with regard to those completing studies in regular education.

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[7] I. POLLET and Y. DENYS, Ambacht en restauratie, Cahier 2: scholing en arbeidsmarkt (Craftsmanship and restoration, Book 2: training and the labour market), Brussels: KBS, 1993.

Table 1 Associated nature of first and present jobs for those completing studies in restoration techniques in regular education (secondary education) (n=137)

	First job	Present job (5 years after completing studies)
Non-associated work	16%	21.9%
Work associated in the broad sense (main branch of study)	54.7%	50.4%
Associated work (restoration)	29.2%	27.7%
Total	100%	100%

Only a minority have found associated work in the strict sense, a situation which does not improve noticeably five years after completing studies. The most successful courses in this area are found to be the six-year training course for stonemasons/marble workers (82% and 64% respectively strictly associated) and the apprenticeship contracts in small and medium-sized firms (in each case 87% strictly associated). There are also indications from Part-time Education that there is a good association with work, but this is a very small group which is not included in the above figures.

The results with regard to those completing studies in adult education are more complex. In particular, they generally relate to people who are already working before they embark on the training course. If we look at the work situation after the training course in comparison with previously, we obtain the following picture:

Table 2 Those completing studies in restoration techniques in adult education: situation three years after completing studies

Situation	in	%
Was unemployed, remained unemployed	15	8.5%
Kept same work	102	57.6%
- not associated	(62)	
- associated in broad sense	(20)	
- associated in strict sense	(20)	
Found new work	60	33.9%
- not associated	(34)	
- associated in broad sense	(12)	
- associated in strict sense	(14)	
	177	100%

Only 34 or 19.2% have found compatible work in the strict sense (restoration) three years after completing their training. The function of this training (f, g, h) is the further training of people who are working in the sector rather than re-allocating people in the labour market. The majority in addition took the training course for recreational reasons.

The first part of the survey showed that a problem which faces school-leavers in particular is difficulty in starting a career as a restorer. Applications for restoration jobs are often turned down because the applicants do not have mastery of specialised techniques, knowledge from experience which can only be gained in firms themselves. This observation brings us to the hypothesis which we adopted with a view to the *second survey*: is it possible that internal recruitment and training of people take place in building companies for rehabilitation and restoration work?

2.2. Available qualifications from the point of view of the demand side

The business managers of 100 building firms were questioned in a second survey[8].

The questionnaire concentrated on the following points.

a) What attitude does the firm adopt towards the restoration market, and what are the consequences for its workforce?
b) What qualifications do the personnel have, what is the origin of these qualifications and how well is the qualification market known?
c) How does the firm react to qualification problems? What solution strategies are applied (recruitment, training)?
d) What policy options are advocated at either sector level or general social level?

This was supplemented by two case-studies conducted in specialised restoration firms. This was done with a view to observing data which is less easy to ask about in the form of a survey. It related in particular to:

a) The contingencies and external changing skills to which restoration commissions are subject (demand in the selling market, dependence on sub-contractors, crediting etc.). This has a substantial impact on the permanent or non-permanent nature of the tasks which the employees concerned carry out and, coupled with this, the versatility and flexibility demanded.
b) The working conditions, type of work distribution, autonomy and functional completeness of restoration tasks. Each one of these are conditions for learning opportunities at work.

What are the *structural and situational features* of restoration firms insofar as they have an impact on the qualifications required?

In the majority of cases it was found to be *small firms* which were involved. In the population from which we have selected the 100 firms, we note that only 17.5% of the firms employ more than ten people. On the other hand, these 17.5% are representative of around half the employment in the whole rehabilitation and restoration sector. Another feature is the *mixed nature* of most firms: only 7% are solely concerned with restoration, whilst the remaining 93% undertake both restoration and new-building work. In 47% of the firms, restoration accounts

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[8] See I. POLLET, Restauratie in het bouwbedrijf. Een onderzoek omtrent kwalificatiediscrepanties in restauratieactiviteiten van de bouwondememing (Restoration in the building industry. A study on discrepancies in qualifications in restoration activities of the building company), Leuven: HIVA, 1993

for less than a quarter of total turnover. Finally we were struck by the sharp diversification in relation to restoration activities. This is apparent from the following table.

Table 3 Specified activities (n=100)

Activity	Number of firms specifying this		
	Total	Main activity	Secondary activity
Working of natural stone	35	17	18
Painting work for restoration	12	8	4
Restoration leaded glass	2	2	0
Restoration plasterers	23	11	12
Restoration joinery	37	23	14
Restoration roofing	40	11	29
Exterior cleaning	32	9	23
Restoration of floors and tiles	16	4	12
Restoration of masonry	39	15	24

We deduce from this that most firms specialise in more than one restoration technique. The mixed character of the firms (restoration and new building) and the diversification in work taken on (different types of restoration) indicate that employees will be required to be very versatile. The required level of proficiency, versatility and ability to work independently is also complicated by the unpredictability of restoration jobs, which cannot always be evenly phased. It is typical of smaller firms that external contingencies are perceptible down to the shop-floor and in addition are a *burden* on long-term planning (with a view to imparting qualifications)

It was not possible in the survey conducted by telephone to ask about the level of training for each employee. We therefore have to limit ourselves, as far as the *school training level* is concerned, to the broad estimates made by the respondents on the average level of their employees. Two or more levels were specified in 74 out of the 100 cases. This provides us with the following picture.

Table 4 School training level

Training level	Number specifying it as one of the levels	Number specifying it as the highest level
Lower education	41	12
Lower secondary vocational	53	13
Lower secondary technical	44	20
Lower secondary gen. educational	6	2
Higher secondary vocational	25	10
Higher secondary technical	32	22
Higher secondary gen. educational	1	1
7th year of specialisation	14	15
Higher education	5	2
Apprenticeship contract	2	0
		100

We know from experience and from earlier research that employers often are no judges of the level of diplomas attained by their staff (see e.g. Lamberts, 1993). We should therefore be cautious in dealing with these figures, to which no more than indicative value can be attached.

It is nevertheless noticeable that lower education and lower vocational and technical secondary are the most common strategies. This may suggest that for many employers the school certificate level is not of great importance with regard to qualifications demanded. We also see this reflected in the branches of study specified, where the specialisation of building was only noted in twelve cases. On the other hand, we are also looking at a situation from earlier. The recruitment of many employees dates back to before 1983, the year in which compulsory schooling was extended to the age of 18. However, the fact that as many as fourteen firms specify the 7th year of specialisation as the average level may suggest that the norm is being extended in this direction.

We also know from questions asked separately that:
- 18 firms employ people from the 7th year;
- 5 firms employ people from part-time education;
- 7 firms employ people from six-year secondary vocational education in stonemasonry training;
- 14 firms employ people who have had an apprenticeship contract.

In addition, these are in each case restoration training courses. Altogether there are *34 firms which have people in their employment from at least one of these specific restoration training courses.* This modifies the assumption which might perhaps be made too readily on the basis of Table 4, that no school training is necessary for restoration work.

In 29 firms people have been recruited who have taken a restoration training course in one of the forms of *adult education.* In 20 firms, personnel who have been taken on have been sent off on a training course in one of these forms. Altogether 44 firms have made use of the institutional supply of adult education in one form or another.

We find that neither school training nor adult education is really essential within the whole of the available qualifications among restoration workers. It is assumed that interest in the supply of qualifications may increase in the future. At present the demand for qualified labour is met in a different way. This is discussed in the following section.

3. DISCREPANCIES IN QUALIFICATIONS AND INTERNAL TRAINING

We shall first look at some figures encountered in the survey of 100 building firms.

Only fourteen out of the 100 firms state that they find a qualification problem for their employees. Nevertheless, *55 respondents say that they have to battle with recruitment problems*, both from the quantitative point of view (too few candidates in the market) and from the qualitative point of view (candidates not satisfactory with regard to knowledge and skills).

90 respondents reply that their employees have to be trained almost completely internally. Forty-one find training employees themselves to be a problem. It is also found that 80 out of the 100 gave their new recruits different work for a time before employing them in restoration work, which entails a form of *internal recruitment.*
How must we assess these figures?

3.1. Recruitment problems

The respondents see these problems not so much in terms of *discrepancies in qualifications* as in terms of *discrepancies in the labour market*. The recruitment problems experienced are explained by the respondents themselves in three ways:

1. *The nature of the skills to be learnt*

'Stone clean-up' or 'plumbing' in restoration are cited as examples. What is mentioned in particular, however, is the problem faced by mixed firms, i.e. firms which undertake both new building and restoration work. These activities involve two types of skills: fast routine working (new building) and painstaking work, with a sense for finishing (restoration). It is assumed that these two types of abilities are not often combined in one individual.

2. *Features of the individuals*

There are reservations concerning three categories. Older people are sometimes found not to be good because their productivity is said to be lower. The objection is made against younger people who have *completed their studies* that their lack of experience poses a problem. The quality of their school knowledge is also questioned. The strongest prejudice, however, concerns job-seekers, both with regard to their 'level;' and their 'willingness to work'.

3. *Features of the recruitment channel used*

This was indirectly mentioned in a few cases. The most efficient way of taking on staff appears to be via an informal network (own acquaintances, family, staff etc.), perhaps less with regard to detection than with regard to selection (prior knowledge of the capabilities of candidates). Employers who have to recruit via formal channels mention more problems in finding suitable candidates.

More mention is made of recruitment problems in large firms and particularly in *firms with a diversified supply of activities*.

There is very often a realisation that they have to find a way round the identified recruitment problems themselves, which in practice takes the form of internal recruitment and/or internal training. Internal recruitment is sometimes regarded as a problem, particularly in small firms where there is simply no-one to recruit. The specific difference in the type of skills (already mentioned above) between new building and restoration too means that internal recruitment is not a straightforward matter.

3.2. Internal training

Internal training takes place, although this activity as a rule is not viewed as training, which immediately shows that there is often very little that is systematic about it. By this we mean that the system is established post-factum, at the moment when it is asked for. It is essentially *on-the-job training or informal learning*.

It can be summarised under three key-words: slow, step by step, and in teams. It goes *slowly*, because it is dependent on the work being executed, so that it takes a long time until the whole range of skills to be learnt has been imparted; in addition, there is a kind of performance paradox: they have to do it to learn it, but they are only allowed to do if it is certain that they can do it. No risks can be taken. It is apparent from the above that the knowledge and skills are imparted *step by step*. The step-by-step situation is in accordance with the diversity and multiplicity of knowledge and skills needed in building. Not difficult but many, that is perhaps

the sticking-point in the discrepancy of qualifications. One cannot allow oneself to have too many specialists. Everyone must be versatile, in principle be able to do everything. Yards have an organisation such that this is the requirement. Finally it happens in *teams*: generally (but not always) a new employee (or someone inexperienced in the technique) is placed between two experienced employees; the new person often initially has only simple supporting tasks in relation to the two and watches how they do it; gradually he too is allowed to lay bricks (or chip out, do carpentry, lay tiles etc.). In other cases it is the foreman or contractor himself who shows him things, lets him do things etc., or one experienced member of staff is designated whom he has to ask for explanations.

This informal learning process is regarded by the respondents as necessary but not devoid of problems. Three complaints are commonly mentioned:

a) it is time-consuming, expensive and reduces output. Both the new member of staff and the experienced employee are not producing at full output because of the learning process;
b) the 'prisoner's dilemma': there is a danger of internally trained employees being bought out by competing firms. We wonder whether this is not a case of fear rather than reality;
c) informal learning, personnel training themselves is inadequate as qualification. Basic skills (e.g. shaping of stone) should be learnt at school; the most specialised techniques (innovations) are also better learnt externally or in the context of lessons. In practice, however, it is usually the business manager who takes a training course and informally passes his knowledge on to his staff.

We thus see that internal training taking place internally is used, albeit 'because there is little choice'. However, this process is not regarded as being qualification, and there is no concept, no system for it. The advantages of this type of qualification are also underestimated, more specifically the flexible link between qualifications offered and required.

4. FUTURE DEVELOPMENT OF THE VALUATION OF QUALIFICATIONS IN REHABILITATION AND RESTORATION

In the survey of 100 building firms, the respondents were presented with a number of policy suggestions regarding the qualification problems, to which their reaction was requested. Because the reactions collected more or less represent an employer's point of view, it also appeared appropriate to conduct a few discussions with the trade union and a representative of the joint FVB (Farde voor Vakopleiding in de Bouwsector - Building Sector Vocational Training Body). We also examined with these privileged witnesses whether the observed trends and opinions also hold true for the Walloon part of the country. This was found to be broadly the case.

We first look at the reactions of the 100 respondents (contractors) to the policy suggestions put forward.

Table 3 Number of favourable reactions per proposal

	Advocating this
The apprenticeship system (part-time learning; industrial apprenticeship contract) to be further expanded.	48
Training subsidies for employers if they train new recruits on-the-job in restoration work	51
Develop course material and training methods in consultation with the firms	34
Give staff in firms educational capability to train other personnel	18
Further training for teachers who teach restoration subjects in schools	31
Send out trainers to firms where employees have to learn the basic techniques of restoration	19
Make available a permanent listing of all existing training courses in restoration techniques.	27

It is found from this that an option could lie in *training subsidies*, although thought would have to be given to a measure which guarantees its effectiveness. This in itself represents a reason not to back this proposal for the trade unions.

What the social partners are largely in agreement about is the idea of further expanding the *apprenticeship system*. This must, however, according to the contractors be offered in such a way that it fits in with the work organisation requirements peculiar to the building firm. Formulas such as part-time education have the drawback that the apprentices are away from work on some days of the week. This is a problem because there is a preference for working with fixed teams. A formula of continuous school attendance (e.g. winter period) and continuous work is more advantageous from this point of view.

The two formulas provided for in law, that is to say *part-time education* and the *industrial apprenticeship system* have found little or no application in restoration work. Part-time education falls under the authority of the educational networks. At present there is only one school which offers part-time instruction (combined with work in a stonemason's yard) for future stonemasons. The industrial apprenticeship falls under the authority of the joint apprenticeship committees consisting of representatives of employers' organisations and trade unions. The initiative for setting up training courses linked to employment in principle belongs to the firms. However, because the training is regarded as a collective item, the social partners will examine, if the cases arises, whether the demand for this also exists in other firms in the same district. Only then will the training in the form of industrial apprenticeship contracts be started. To date this has not been the case in Belgium.

The other proposals put forward found less support, but are also less radical in nature. Small firms were more favourably disposed than larger firms with regard to all the proposals.

Aside from the cited proposals, the most widely preferred solution for firms was to take on experienced workers who have acquired their skills with competitors. On the other hand, it is realised that this cannot be a strategy at the level of the sector. A number of respondents argue strongly for the school-leaving age to be reduced. It is also felt that the *building sector*

has a fairly negative *image*. The visible features (safety, physical heaviness) of the work do not look favourable in comparison with other jobs. In addition, the fact that building activity is affected by the economic cycle will often stop young people choosing a branch of study which leads to a job in building. We note, however, that the positive sides of the sector, particularly the possibility of becoming proficient while working, are insufficiently argued as one of the attractions of the building trade.

With regard to the future, the question is very much whether, for allocation of restoration work more than is the case now, use will be made of recognised diplomas or protected titles at the level of the individual. The vague dividing line between restoration, rehabilitation and new building poses a problem. We note that recognition categories at the level of the firm in the practical situation do not carry weight in the allocation of orders. In addition, the nature of the work as such (the job profile) cannot be translated into educational curricula.

Both the problems of allocating orders to skilled restorers and finding skilled workers allow a future scenario to be suggested in which a more flexible link between training and work is the main element. This applies both to the training of young people and to that of working and job-seeking adults. Industry and the existing systems of adult education and training should be drawn closer together for this purpose.

CONCLUSIONS

We summarise the principal observations which came to the surface in the survey studies and the questions put to privileged witnesses under three points:

a) There is no statutory framework for the recognition or operation of professional qualifications relating to restoration and rehabilitation in Belgium. There is a desire on the part of the employers' organisation for a title to be awarded which could make the occupation of restorer more attractive. However, there are no plans in this direction from the government; nor are there any blueprints on any procedures or methods of implementation for the awarding of titles. We find that in practice having or not having recognition at the level of the firms is of no significance in whether or not restoration work is commissioned by the government.

b) The transition from school education to the labour market is found to be a problem on the supply side. Less than a third of school-leavers with qualifications in restoration at secondary level are employed in a restoration job after five years. Problems are reported in relation to entry into the profession, for which practical experience (which it is impossible to have) is a requirement. The training courses in the form of adult education too have no re-allocation function in the labour market, at most a further training function for those who are already in the profession. A more flexible link between qualification system and professional situation is called for in the restoration sector. The Craft and Restoration Coordination Centre (CAR), recently set up under the auspices of the King Baudouin Foundation, will in all probability play a role of significance.

c) On the demand side, versatility emerges as the greatest requirement in qualifications. The recruitment and training of restoration staff usually takes place internally within firms. These are generally also mixed firms (restoration and new building) with a diversified range of activities. For the future, the supply formula from part-time instruction and the industrial apprenticeship system appears to be most likely to be usable for industry. This supply formula still needs to be put into material form, both institutionally and factually. An effort should also be made by the firms to present the image of the restoration profession in a more profiled manner.

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NATIONAL REPORT

FRANCE

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LIST OF CONTENTS

	Page
1. OCCUPATIONAL PROFILES IN REHABILITATION TRADES IN THE BUILDING INDUSTRY	**57**
2. QUALIFICATIONS RECOGNISED BY THE STATE	**58**
2.1 The endoresment "restoration of the architectural heritage" to the Advanced Vocational Certificate (Carcass Work)	59
2.2 The Rehabilitation Engineer's Certificate	59
3. THE ROLE OF CONTINUING TRAINING IN THE RECOGNITION AND UPGRADING OF OCCUPATIONAL PROFILES IN THIS FIELD	**59**
4. THE INCORPORATION IN COLLECTIVE AGREEMENTS OF OCCUPATIONAL PROFILES IN REHABILITATION AND RESTORATION	**60**
5. MEASURES IN EFFECT AND FUTURE PROJECTS	**61**
6. CONCLUSION: THE REVIVAL OF SKILLS	**62**
ANNEXES	**64**

1. OCCUPATIONAL PROFILES IN REHABILITATION TRADES IN THE BUILDING INDUSTRY

Since the first report on this question was issued, the share of rehabilitation and restoration in the overall building-sector market has continued to be as substantial as before. The market - especially new building (e.g. office buildings) - has been affected by the economic problems of the past three years, entailing very substantial job losses and a search for more economical solutions to building requirements, in which rehabilitation can readily find a part to play. The rehabilitation sector is worth FF 150 billion per annum and involves 125 000 workers, with FF 50 billion and 28 000 workers being accounted for by masonry work alone.

However, rehabilitation and restoration works are still primarily undertaken by small firms: this assertion has been corroborated by a recent survey carried out by the National Masons' Association (UNM), an employers' federation specific to this field and forming part of the National Federation of Building Contractors. While the results of this survey should be treated with some reserve on account of the size of the sample involved (104 firms), it is nevertheless of great interest as regards the trends it identifies or confirms.

The survey reveals, in particular, that while the renovation and maintenance of old buildings accounts for less than a third of the activities of firms with more than 20 workers, this sector accounts for almost two-thirds of the activities of firms with less than 20 workers.

This fact is significant when seen in conjunction with the data regarding qualification structures in their workforce submitted by the same firms (see Annex 1: Building Sector Personnel: Breakdown by Qualifications and Category). This study shows that certificate-holders are present in greater numbers in the smallest firms (with less than 20 workers for the Vocational Studies Certificate (BEP) and less than 10 for the Advanced Vocational Certificate (BP)) and the largest (with over 200 workers for BEP holders and more than 100 for BP holders), and that firms employing less than 20 workers have the greatest number of personnel holding qualifications in building-sector trades.

The larger firms (over 200 workers) compensate for any deficiencies either by the provision of in-firm training or by making use of skills acquired on the job, since they claim to have no more than 5% of unskilled workers. Unskilled manual workers constitute the first job category in the new classification, possessing no developed vocational skills and enjoying no autonomy or responsibility in regard to the tasks they perform.

In trade circles it is believed that rehabilitation work can only be carried out by personnel with a high level of vocational skills, corresponding at least to Level III in the new classification (for the National Masons' Association, Levels III-2 and IV-1). It may be noted that the firms covered by the survey reported that from 55 to 63% of their workforce held qualifications of Level III-2 or above (see table on pages 22 and 23 of the 1991 national report, published by CEDEFOP, and Annex 4 of this report relating to the positioning of rehabilitation and restoration qualifications in the new classification).

A surprising feature of the survey is that the figures supplied by the larger firms correspond, as regards rehabilitation, to the lower levels of the ranges referred to above, as if their practice ran counter to their professed objectives. It is understandable, therefore, that these firms are keenly aware that they lack the expertise required for work on old buildings - as, indeed, they admit in their replies to the survey - to a much greater extent than the smaller firms.

Estimates by the masonry trade for the total shortfall in skilled personnel are impressive: in addition to the 17 000 Journeymen (Level III-2) and 11 000 foremen/master craftsmen (Level IV-1) at present working in masonry firms, the shortfall is said to amount 12 000 journeymen (Level III-1), 5 000 journeymen (Level III-2) and 2 000 foremen/master craftsmen (Level IV-1) - i.e. two-thirds of the numbers already employed.

This no doubt explains the fact that qualification structures in firms engaged in work on old buildings, as regards the positioning in the classification and training levels of their workforce, do not differ greatly from those in the average masonry firm. Even though this may partly be due to the fact that small firms tend to under-classify their personnel for financial reasons, awareness of these deficiencies and the corresponding need for skilled personnel is growing from year to year and appears to be emerging as a major factor conditioning the future of this sector.

As a result of these considerations, greater attention is being given in trade circles to training courses to be developed, created or intensified to safeguard the future potential of this branch, its jobs and the advancement of its workers.

Since in France this branch is structured on a joint basis, involving both employers and workers, the adoption of these objectives was embodied in a 1992 Agreement on priorities and guidelines for initial and continuing training in the building and public works sector. With the Agreement, the building sector became one of the first to adopt the principle of negotiation at occupational branch level, as explicitly provided for in the National Inter-Trade Agreement on vocational training, signed on 3 July 1991.

2. QUALIFICATIONS RECOGNISED BY THE STATE

It may be noted that the details given in the 1991 report still provide an exact picture of the situation in France; i.e., few specific qualifications have so far been developed in relation to the occupational profiles we are concerned with.

The two sides of industry continue to hold the view that rehabilitation and restoration skills should be regarded as supplementary to a basic qualification in a building-sector trade. They also wish to ensure that the great majority of trainees are not excluded from an understanding of the problems involved in the maintenance and protection of the architectural heritage, through the introduction of tuition on this subject into basic training, whilst at present training programmes are concerned almost exclusively with new building.
The two sides of industry also believe that occupational profiles in restoration and rehabilitation trades call for skills which - with the exception of clearly delineated trades such as stone cutting - must correspond at least to French Level IV (European Level III) following a Level V training which avoids specialization in either old buildings or new construction.

A certain number of certificates or approved qualifications relating specifically to the architectural heritage are available (e.g. stone cutter, guilder, glazier, quantity surveyor, etc), ranging from the Vocational Proficiency Certificate to the Technician's Certificate, though for the most part they have been in existence for some time.

In addition, attention should be drawn to two recent initiatives:

2.1 The endorsement "restoration of the architectural heritage" to the Advanced Vocational Certificate (Carcass Work)

The administrative procedures relating to this draft diploma (French Level IV), introduced by the Ministry of Education in the light of its own assessment of current needs and on the basis of a proposal by the CCA (Central Committee for the Coordination of Training), have now been completed. The certificate is now officially recognised in France and the first holders were able to obtain the related training either through apprenticeships or continuing training courses provided by the CFA (Apprentice Training Centre) in Auxerre.
It should be noted that this matter has been a constant subject of discussion at European level, and that the CCCA's European counterparts, affiliated via the REFORME network and generally possessing joint structures, intend to put forward projects of a similar type in their own countries. They also propose to exchange trainees on the basis of training/work experience schemes in which students are admitted to training sites in other countries.

It is also planned to use the same procedure - i.e. the introduction of qualifications in the form of endorsements - in respect of other building-sector trades;

2.2 The Rehabilitation Engineer's Certificate

Established jointly by the CNAM (National Academy of Arts and Crafts) and the Limousin AREF-BTP (Regional Association for Training in the Building and Public Works Sector), 30 trainees have already attended this course since its inception. This represents the opening stage in the development of high-level qualifications relating to the restoration and rehabilitation of old buildings.

This move, albeit inadequate, ensures the continued predominance of continuing training, which - in any case - will always have the task of updating and developing basic skills.

3. THE ROLE OF CONTINUING TRAINING IN THE RECOGNITION AND UPGRADING OF OCCUPATIONAL PROFILES IN THIS FIELD

The lack of training is still as serious as it was at the time of the first report. The two sides of industry even believe that the situation has worsened in the past two years (see the Agreement negotiated by the National Joint Committee on Employment, signed by the two sides of industry on 7 February 1992, referred to above), since the difficulties met by firms in recruiting personnel have intensified; one out of two new entrants to the building and public works sector has received no vocational training whatever, while the workforce in this sector is still aging.

The need for continuing training is therefore evident and has been made an objective under agreement at sectoral level. The launching of training activities in small firms and the increase of 20% over two years in overall training activities in the building and public works sector (see Annex 2: Continuing Training in the Building and Public Works Sector) are significant moves, although still considered inadequate in trade circles. At present, one building worker in eight attends a training course every year: this is an improvement, but must be seen in relation to the average figure for workers in all sectors, which stands at no less than one in three.

However, it is still difficult to obtain data regarding the share of restoration and rehabilitation skills in overall continuing training provision in the sector.

Part of the training activities specific to these skills can, however, be identified on the basis of courses offered by the GFC-BTP (Joint Organization for Continuing Training in the Building and Public Works Industries). While part of the activities of this training insurance fund are the responsibility of its regional structures - and may also comprise training in the areas we are concerned with - its activities at national level are very significant because they reflect an explicit intention to develop skills relating to old buildings - even anticipating the emergence of new needs in the industry (see Annex 3(a): Training Courses leading to Qualifications; and Annex 3(b) Modular Training Courses). This clearly illustrates the will of the two sides of industry in the sector to pursue the development of qualifications specific to rehabilitation and renovation work and to prompt firms to supplement the basic skills of their personnel via training modules specific to this or that technique relating to old buildings.

Here again, disparities at regional level in regard to these aspects are evident; this does not, of course, prevent the offer of other specific training courses provided only on direct demand from individual workers. These latter activities are much harder to evaluate, since they do not form part of a coherent policy, but consist in uncoordinated individual initiatives. Nevertheless the inventory of continuing training courses given in Annex 11 of the first report (page 70 of the CEDEFOP edition) gives an approximate picture.

Replies from the firms covered by the National Masons' Association survey show a more positive attitude than formerly to the question of training and its value for their workers. After a series of questions on skill shortages in their firms, subsequent questions were designed to assess their awareness of existing training courses in rehabilitation and the potential benefits of their involvement through the enrolment of their workers. While it is not surprising to find a better knowledge of existing provision and greater use made of training possibilities by the larger firms, the replies were encouraging in that interest and an intention to participate at a future time was expressed - although this in no sense constituted a firm commitment. The majority of firms stating their readiness to send their workers on training courses in rehabilitation skills were small businesses with less than 50 employees.

4. THE INCORPORATION IN COLLECTIVE AGREEMENTS OF OCCUPATIONAL PROFILES IN REHABILITATION AND RESTORATION

As a result of the establishment of the new classification system in 1991, jobs (or trades) are no longer identified in terms of detailed tasks to be executed, but rather in terms of much more general criteria relating to both the general and strictly vocational skills required. The new classification, therefore, does not specify details of occupational profiles, whether for rehabilitation and restoration trades or other building sector activities.

However, in respect of the skills we are concerned with and for other building sector trades, it provides criteria making it possible to determine, at the level of the firm and of the individual, the positioning of workers in accordance with the tasks they perform and the functions they fulfil.

This new form of classification based on criteria offers - to a greater extent than the preceding system - opportunities for job mobility and advancement, since workers are not confined to a particular specialization. It also offers greater possibilities for firms to enhance their levels of expertise through career structures so organized that they prompt workers to develop their technical skills, self-reliance and capacity to accept responsibility. It also enables workers to employ, in the same job, overlapping, multiple or horizontal skills, and may also constitute an instrument making for skill-enhancing forms of work organization.

At the same time, the new classification no longer contains precise job content descriptions - at least as regards prescribed tasks. It thus offers considerable scope for adjustments to specific circumstances through bargaining at firm level, and for appropriate positioning of individual workers, allowing a degree of flexibility non-existent in the previous system; at the same time it brings a degree of uncertainty and opens the door to under-classification, which a labour market characterized by a high unemployment level is liable to foster.

The result for our study is to make it extremely difficult - in the absence of an exhaustive survey which has never been carried out in France in view of the difficulties involved - to obtain an accurate picture of the incorporation of qualifications in rehabilitation and restoration in collective agreements.

The positions adopted by the employers' organizations may nevertheless be used to determine the positioning considered as "normal" for these qualifications in the classification adopted under the collective agreement for the building and public works sector. Annex 4 shows how the National Masons' Association proposes to apply the new classification to rehabilitation and restoration specialists. We have here the position officially adopted by a particular branch, which it proposes to firms as a guideline; this does not, of course, mean that the situation is not in reality more diversified - at least for the present. On the other hand, it may be thought that the masonry branch is the most representative in the building sector, if only because it is one of those most in demand in connection with rehabilitation and restoration work.

In reality, however, there can be no mandatory recognition of tasks specific to restoration and rehabilitation in the absence of corresponding qualifications; in addition, the behaviour of firms with regard to recognition in terms of positioning varies greatly - ranging from non-recognition to positioning at an advanced level.

5. MEASURES IN EFFECT AND FUTURE PROJECTS

5.1 The agreement signed by the CPNE (National Joint Committee on Employment) on 7 February 1992 was the point of departure for a new move to develop initial and continuing vocational training to provide the industry with the skills it needs. In effect, the implementation of this agreement has only just begun and it will be many years before the needs in question become explicit and the related projects are formulated. Its importance is that it established a framework for the development of initiatives, providing encouragement and support; the new training courses and other developments referred to in the previous pages should be seen in this context.

It should also be noted that the agreement stresses the validation of vocational skills and the objective of facilitating access to qualifications through the introduction of a new form of validation; the Vocational Qualification Certificate (CQP), established jointly by the two sides of industry under the aegis of the CPNE in respect of skills for which no formal certificate was hitherto available (neither from the Ministry of Education, nor the Adult Vocational Training Association (AFPA), nor via the approval of an initial or continuing training course). The two sides of industry in the branch concerned have agreed to introduce the certificate into the classification laid down under collective agreement. This move, launched on the responsibility of the industry itself, should make it possible for skills relating to old buildings - which have rarely been specifically identified - to escape from their former anonymity.

The implementation of this supplementary validation system has barely begun, however, and the two sides of industry are at present discussing the procedures for the examination of future proposals for vocational qualification certificates. More time is therefore needed to assess the

significance of this system for the development of new qualifications relating to the architectural heritage.

Without specifically identifying specialities, trades and occupational profiles or their content, the framework agreement recognizes the need for rehabilitation and restoration skills and the training courses through which they may be acquired. This was the motive for the issue this year of the National Masons' Association document, which reflects the will of the masonry branch to apply the joint agreement covering the entire sector and develop specific skills and training courses relating to rehabilitation and restoration.

5.2 Among possible future developments, attention should be drawn to the request by certain protagonists, notably the FNCB-CFDT (National Federation of Builders and Woodworkers - Democratic Confederation of French Workers), for negotiations regarding systems for the recognition of training courses not leading to a formal certificate (such systems do not exist at present). The proposals include, for example, a system under which points would be awarded for training courses attended and would count as regards a worker's individual positioning within the new classification. This novel idea has not yet found support among all the protagonists involved.

6. CONCLUSION: THE REVIVAL OF SKILLS

6.1 The present period is not one in which simple conclusions can be drawn. Firms are faced with a choice between conflicting interests and differing behaviour patterns: on the one hand, they claim to need more trained personnel with enhanced skills, in particular for work on old buildings, but at the same time, their concern for economy and their traditional culture sometimes prevents them from recognizing qualifications, and may even lead them to question the utility of the training provided. However, public demand is growing and it is in firms' interests to take it into account - hence their uncertainty. The current crisis situation tends to favour repair and renovation rather than new building: it also tends to foment a glowing image of the past at a time when innovation evokes uncertainty and risk-taking is feared. The restoration of existing structures is thus favoured by the public to an increasing extent.

De-skilling causes firms to fear the difficulties involved in work on existing buildings; this is one reason for the development of easy-to-use materials, accessible to the low-skilled for applications in this type of work. However, firms are beginning to perceive the risks involved in this development; easy-to-use materials can offset skill deficiencies, but are also accessible to the public for do-it-yourself activities, entailing a significant danger that markets will be lost.

It is in firms' evident interest to promote the retraining of their personnel, giving preference to the acquisition of solid qualifications comprising coherent groups of skills rather than a series of compartmentalized skills aimed at specific tasks.

Similarly, it is in clients' interest to develop their capacity to demand high-quality work from the industry. Quality depends on the quality of the materials used and their suitability for solving the problem in question and on the work's execution, which in turn depends on the skills of the personnel involved and the working conditions and work organization in the firm.

The State, both through its role in education - in this case a dominant one - and as a client itself, has every interest in maintaining quality standards, by encouraging initiatives in this direction, checking the quality of work on its own building sites and taking account of the latter when paying the contractors.

The foregoing summarizes the factors indicating possible - or probable - future developments as regards occupational profiles in rehabilitation and restoration and their recognition.

6.2 To fully understand the position adopted by the protagonists in this field and correctly assess current trends, two ideas liable to lead to false conclusions must be called in question:

- the rehabilitation and restoration trades do not constitute "new profiles" in the strict sense: they involve traditional skills and know-how which used to constitute - except in the past few decades - the basis of all building trade qualifications. The novelty in the situation is that the industrialization of the building sector has led to the loss of these skills, training and practice being directed solely to new building.

  The changes currently occurring arise from a reversal of the market trend due to cultural and economic factors and changing attitudes; increasing stress is placed on the maintenance, renovation, rehabilitation and restoration of existing buildings.

  In this sense, a revival of skills rather than a new occupational profile is involved;

- a need of this kind - following a gap which, although short on a historical timescale, was long enough to interrupt the transmission of a culture together with certain types of knowledge and skills - cannot be fully met in so short a time (two years) as the interval between the first report and this study. To revive the skills needed will require more time. The only thing we can do - on the basis of sometimes tenuous indices - is to identify the most promising innovations, follow up signs of behavioral changes and highlight the emergence of new needs.

To summarize:

- France is moving towards the introduction of elements relating to rehabilitation and restoration into existing qualifications rather than the establishment of new occupational profiles for these specializations - which implies new developments in initial and continuing training;

- in addition, to ensure the availability of the specialized personnel required for certain tasks, a certain number of supplementary qualifications in the form of endorsements or vocational qualification certificates specific to rehabilitation and restoration are to be introduced.

This solution should - if it is seen in the building trade as the most suitable and is really implemented - enable the industry gradually to acquire the skills it lacks and provide workers with qualifications leading to employment and an improved positioning in the classification. The emerging trends may be summarized in this way; though the extent to which they will be given expression in concrete terms by the two sides of industry remains to be seen.

Annex 1

Building and public works sector personnel: breakdown by qualifications and category
Source: CEREQ (Centre for Research on Qualifications)

Annex 2

Continuing training in the building and public works sector
Sources: FNB (National Federation of Building Contractors)/FNTP (National Federation of Public Works Contractors)/GFC-BTP (Joint Organization for Continuing Training in the Building and Public Works Industries)/FAFSAB (Training Insurance Fund for Building Workers)/UNEDIC (National Union for Employment in Industry and Commerce)

Annex 3

Training provision at national level financed by the training insurance funds.
3(a) Training courses leading to qualifications
3(b) Modular training courses

Annex 4

Table showing the criteria used in the new classification as applied to rehabilitation activities by the National Masons' Association.

Abbreviations

AREF - Regional Association for Training in the Building and Public Works Sector

CFPA - Adult Vocational Training Centre

AFPA - Adult Vocational Training Association

RAPPORT NATIONAL

ITALY

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LIST OF CONTENTS

		Page
1.	**OCCUPATIONAL SECTORS IN "URBAN RENEWAL" AND CONSERVATION**	**69**
1.1	Background to the current situation: occupational profiles	69
1.2	Developments in the construction and conservation sectors	70
2.	**TRAINING INSTITUTIONS**	**71**
2.1	Training in faculties of architecture	71
2.2	Training in schools of applied postgraduate studies	71
2.3	Specialist training for conservation workers	72
2.4	Training for craft workers in the building industry	72
2.5	Training for craft workers for conservation and rehabilitation	72
3.	**REFRESHER TRAINING AND RETRAINING**	**73**
3.1	Postgraduate refresher training	73
3.2	Refresher training for conservation workers	73
3.3	Refresher training for craft workers	73
4.	**CERTIFICATION LEVELS**	**74**
4.1	Institutional certification of professional skills and enterprises	74
4.2	Recognition of the social value of workers in this sector	74
4.3	Pay levels	74
4.4	Enterprise profit margins in the conservation sector	74
4.5	Enterprise profit margins in the building rehabilitation sector	75
5.	**FUTURE PROSPECTS**	**75**
5.1	Graduate and applied postgraduate vocational training levels	75
5.2	Workers with diplomas from National Institutes	75
5.3	Craft workers	75
6.	**PROPOSALS FOR INCREASED CRAFT EMPLOYMENT IN THE REHABILITATION SECTOR**	**76**
6.1	Development opportunities	76
6.2	Proposals for the development of craft work	76

1. OCCUPATIONAL SECTORS IN "URBAN RENEWAL" AND CONSERVATION

1.1 Background to the current situation: occupational profiles

Modern Italian tradition in the conservation field now dates back more than a century.

The origins of this tradition are normally traced back to the 1883 "Congress of Italian Engineers" which endorsed the document submitted to the congress by Camillo Boito as the first "Restoration Charter". The substantial amount of conservation work that took place in the period following the unification of Italy and the work, especially archaeological work, that took place during the period of Fascism, were in keeping with this document.

The continuing contribution by "curators of Roman antiquities", from Raffaello to Abbot Fea, or more recently the sculptor Thorwaldsen, also highlighted the commitment of artists, academics and men of culture not just to conservation itself but also to the administration and management of this historic and cultural heritage. The situation in the other states, prior to unification, was similar to that of Rome. Curators of the Pompei excavations included Fiorelli who, in the last century, founded the "Directorate General" for Monuments, Excavations and Antiquities, giving life to the State administration that still manages this sector today, albeit under a different name.

Fiorelli was also responsible for the osmosis between the academic and university world (he occupied the chairs of archaeology at the universities of Rome and Naples for forty years) and top civil servants which has up to now symbolised Italian intellectual activity in this area. From this point of view, developments in Italy over the last hundred years run parallel, but are not identical, to developments in France and Greece.

This tradition also shaped the schools of architecture.

The first faculty of architecture was established in the 1920s. The prime mover was Gustavo Giovannoni, an engineer and eminent conservation scholar, who focused studies on subjects relating to the surveying and conservation of monuments.

The faculty of Rome was then followed by a further twelve faculties whose study curricula were based to a large extent on Giovannoni's approach.

These special features of the vocational training of architects were incorporated into the Italian legal system by a regulation that made them the only professional practitioners able to manage and plan works of artistic conservation.

This was followed, at the initiative of Guglielmo De Angelis D'Ossat, Director General of Antiquities and Fine Arts and Rector of the Faculty of Architecture of Rome, by the establishment of a school of applied postgraduate studies at the Università della Sapienza for research into and conservation of monuments.

International organizations also played a part in the establishment of this school; ICCROM still shares the school premises and issues study grants to non-Italian students who wish to attend the school.

The similar postgraduate school in Naples was established more recently and accommodates the offices of the Italian branch of ICOMOS in the 13th century Donnaregina complex; the Milan school is in its second year of activity.

All this tends to provide a framework for the vocational training of architects working in the conservation area.

Students gain an initial vocational skill in this area at university and then go on to specialist studies at three locations; almost all the Italian faculties have "research doctorate courses" in historic and conservation subjects.

Vocational training for archaeologists and art historians is similar, although set up more recently; there are a number of postgraduate schools at the main universities.

Workers who are not graduates are trained at the Central Restoration Institute, run by the Ministry of the Cultural Heritage, which offers a three-year course leading to a diploma which candidates for State employment must possess.

This Institute also offers a one-year supplementary course training students in techniques and the use of particular materials.

The Ministry for the Cultural Heritage also runs a similar school, the Opificio per le Pietre Dure (Centre for Semi-Precious Stones), in Florence.

These two institutes, which are also open to foreign students, train some thirty students per year and entry is based on selection tests.

The above information, which will be amplified below, shows that the main occupational profiles in the sector are tailored, in the public administration, to the requirements for entry into the graduate or non-graduate career streams for "curators" and that these profiles have been shaped by a tradition which dates back more than a century.

The fact that traditions and teaching approaches are so similar means that restoration, conservation and management work is comparable throughout the Italian regions.

The sector also includes craft and enterprise skills; these profiles will be examined in the following paragraphs.

1.2 Developments in the construction and conservation sectors

The best, although possibly not the only, way of providing information on the past and present use of occupational skills and enterprises in the maintenance and conservation sectors is to look at the sequence of events from the postwar period up to now in Italian construction work.

Building maintenance work was always a significant component of Italy's production scene and provided work for a large numbers of craftsmen.

The reconstruction work that took place after the war led to a radical change in this "trend" which had changed little over time. Following the proclamation of the Republic, one of the fundamental choices for the recovery of Italy's economy was to make policy on building and land use into the prime mover for development. This economic policy was not necessarily equivalent to building speculation or low-quality building. The overall picture of events contains few positive examples, however, but highlights many problems of retrograde urban growth. At the same time traditional building techniques were abandoned in favour of "industrial" production cycles. Occupational profiles among workers in this sector consequently underwent substantial change. Recruiting workers with lower profiles, who therefore cost less, took priority and traditional techniques and materials essential for conservation started to become obsolete.

Medium-sized and large enterprises gained the lion's share of this rebuilding work to the detriment of craft enterprises which had always carried out maintenance tasks and new high-quality building work.

The housing market started to become saturated from the 1970s onwards and public investment, to some extent because of the pressure of employment problems, was channelled largely into the sector of large-scale infrastructure, partly to create employment.

Two developments took place in this context: the first was that the role of craft enterprises was gradually marginalised; the second, connected to the first, was that craft workers and practitioners, even in the conservation sector, started to use technologically complex procedures, often on too large a scale and drawn from other sectors, but able to guarantee a more profitable business income, rather than traditional techniques and materials.

During the 1980s - and after - the almost complete saturation of the building market caused an upturn in conservation and rehabilitation work in historic centres, after slightly more than twenty years of abandonment. While major enterprise has shown interest in this development, no "philosophy" of training and employment of the labour force, whether manual or intellectual, has yet developed in this sector.

At present, therefore, while jobs are available and there is a substantial demand for them, it is precisely in the area of retraining and new training for workers that the sector is failing to meet the social demands being placed upon it.

We shall look below at the barriers to development in this sector and at potential and simple measures that could be implemented.

2. TRAINING INSTITUTIONS

2.1 Training in faculties of architecture

The origins of faculties of architecture, which took over the architecture courses of the academies of fine arts and the building courses of the royal schools of roads and bridges, have already been mentioned. Many courses, some interdisciplinary, teach students about the restoration of monuments and urban conservation.

The Venice faculty runs a course in applied chemistry for conservation, many faculties teach photogrammetry and almost all offer courses in historic building consolidation.

This might seem to be an ideal situation and would be so if Italian universities were to provide students with actual vocational "training" which is essential in the conservation sector but is unfortunately lacking from study curricula.

Theoretical training is sufficiently detailed, however, and at present there is a substantial disparity with respect to comparable European professional skills. Conservation is not taught as a compulsory subject in all countries.

2.2 Training in schools of applied postgraduate studies

At present there are three schools of applied postgraduate studies in Rome, Naples and Milan; their two-year courses include some twenty subjects. The prospectus of the Naples school which, like the other schools, is intended to upgrade students' professional and practical skills, is attached by way of example.

Almost all the faculties also offer two-year postgraduate courses: "research doctorates" intended to train future university lecturers. Considerable emphasis is therefore placed on highly specialist, sectoral and theoretical aspects in these courses.

2.3 Specialist training for conservation workers

Workers in the conservation sector, most of whom are likely to be employed by the Ministry for the Cultural Heritage, are trained at the Central Restoration Institute in Rome and the Centre for Semi-Precious Stones in Florence. Entry to these three-year courses is by competition, and the schools train some twenty Italian students and a further twenty foreign students every year; special techniques are taught during a supplementary year.

For admission, candidates must possess, as a minimum, a lower secondary certificate, but the reputation of these schools and the few places available mean that almost all students are graduates in history of art or architecture or students with upper secondary leaving certificates.

The high level of training and the small number of these workers, despite a fairly small market, have always ensured full employment among this occupational profile; in fact, the State authorities have not filled all the posts available.

Some schools run jointly with international agencies such as ICCROM and the courses held annually in Venice also come under this heading.

The Friuli Region organizes a three-year course in Passariano which is similar in terms of its teaching approach to the courses run by the Central Restoration Institute and the Florence Centre and offers places for sixteen students. The same applies to a course at a conservation school in Udine organised by the Autonomous Province.

2.4 Training for craft workers in the building industry

Following the closure in the 1960s of the vocational schools (which offered an alternative to compulsory lower secondary education) there are currently no public vocational training institutes for construction work. Historically training was provided by on-site apprenticeships.

The vocational schools run by FILLEA mirror this tradition. This is an institution administered jointly by the National Association of Construction Workers (construction entrepreneurs) and by the trade unions. There are only twenty or so of these schools and candidates for admission must possess a lower secondary certificate. These schools offer courses which generally last one year, their teaching curricula are not subject to national regulations and they train - or retrain - a thousand or so students per year in the construction industry, although the subjects taught have not up to now included training or refresher training courses on conservation or rehabilitation. Their activities are, moreover, focused exclusively on construction work and little attention is paid to carpentry, decoration, etc.

2.5 Training for craft workers for conservation and rehabilitation

The Italian education system includes technical and craft training courses following on from lower secondary education. These are offered at schools of applied arts. These three-year courses, equivalent to those of upper secondary schools, are structured by stream and cover subjects such as fashion and clothing, goldsmith's work, etc. There are also some schools of applied arts in the sector of conservation and rehabilitation.

The school at Anghiari in Tuscany, for instance, offers teaching in traditional techniques such as cabinet making, wall decoration and stoneworking for craft workers and expert restorers. The number of students gaining certificates is, however, very small in comparison with the numbers actually needed. Moreover, this type of school, although offering an excellent qualification, is handicapped by its inclusion in the vocational sector.

3. REFRESHER TRAINING AND RETRAINING

3.1 Postgraduate refresher training

The professional associations of both engineers and architects organise a large number of refresher vocational training periods for students; these are generally courses of an informative nature which almost always last two weeks. It is difficult to give an overall picture of these refresher training weeks, since every promoter takes a different approach towards their organization and teaching content. Legal and planning aspects of conservation in historic centres are a popular theme as they are of considerable interest, not just to local authority workers, but to a wider public.

3.2 Refresher training for conservation workers

This generally takes place informally, through constant exchanges of technical information and personnel working at the specialist sites and workshops of State institutes or government departments. National conferences and congresses also encourage genuine continuing training. One of the most important of these is the international congress on conservation science and techniques held every year at Bressanone. This congress provides constant proof of the vitality and interest of this sector in Italy.

3.3 Refresher training for craft workers

Interest in basic training and the updating of vocational skills in the conservation and rehabilitation sector dates back to the beginning of the 1980s. A 1967 regulation made the regions - the largest geographical authority - responsible for vocational training which had up till then been the task of the State. This was followed a few years later by the 1982 "protocol" between the Minister for the Cultural Heritage, N. Vernola, and the Regional Council delegate, Commissioner Maier, which laid down general criteria for the establishment of future regional vocational training centres.

However, developments have up to now been on a fairly small scale. Some regions have delegated, under convention, the provision of refresher training schemes to private agencies. In some cases these have been "hybrid" courses, whose teaching curricula do not concentrate sufficiently on the type of worker to be trained. The teaching curriculum of a course organized in Spoleto under the auspices of the Umbria region is attached by way of example.

These experiments serve, however, to clarify an important fact, which has already been discussed in previous sections of this report. The largest demand for workers in Italy is in the construction and allied trades (decoration, woodworking, iron, stone, etc.). Alongside employment on conservation sites, demand is also fairly high in the area of conservation of the architectural heritage in historic centres. The regions are, or should be, moving in this direction.

4. CERTIFICATION LEVELS

4.1 Institutional certification of professional skills and enterprises

As mentioned above, the State and the Regions organise and ensure - through diplomas - various levels of training. However, entrepreneurial initiative is very limited in this sector. There has been little take up of the incentives connected with the employment/training contract in this sector, whereas the opposite is true of the service sector. While graduates' vocational skills are certified both by State universities and professional associations and specialists' skills are certified by national and international organisations, almost no certification is required for the practice of craft activities.

This is a reflection of the marginal nature of these activities caused by the trends in construction work over the last thirty years; however, higher training and, at the same time, certification levels are needed if the current demand is to be satisfied.

The enterprises working in this sector take two main forms. Medium-sized enterprises are generally registered, provided that they meet the requirements, in a register kept by the Ministry of Public Works (National Register of Builders). This register contains a specific category for conservation and rehabilitation and a further category for enterprises specializing in archaeological excavations.

Craft firms, with fewer employees and a lower turnover and generally more specialist than medium-sized enterprises, are usually included in specialist registers compiled by Regional Superintendents. The Ministry for the Cultural Heritage does not, however, keep a central register.

Superintendents' registers also include conservation workers holding diplomas operating as cooperatives or sole traders.

4.2 Recognition of the social value of workers in this sector

This is an issue of particular importance. The aim is to enhance the prestige of specialist professional skills in conservation (conferred by national institutes through their diplomas in conservation) in order to create a more substantial demand for employment in this sector, making it possible to launch regional courses for craft workers who, while less skilled, are very much in demand on conservation sites.

4.3 Pay levels

The pay levels of graduate technicians in this sector - almost all public service workers - are very mediocre. The restoration of monuments is managed almost entirely by the State. Paradoxically, the salaries of restoration workers with diplomas working in the private sector are much higher than those of the graduates responsible for their employment and instruction on restoration sites.

4.4 Enterprise profit margins in the conservation sector

In the years preceding the 1980s, large and medium-sized enterprises in Italy tended to disregard the conservation sector because opportunities to channel resources into public works were so plentiful. Conservation sites, while requiring little equipment, are very labour-intensive and require a substantial commitment of capital. In more recent times, reduced public investment in infrastructure works has brought the conservation sector to the fore, with the result opportunities are very plentiful again, although financial margins are more limited.

4.5 Enterprise profit margins in the building rehabilitation sector

The situation as regards the rehabilitation of existing buildings is different. Given the predominant social interest of this kind of work, from the 1980s onwards State agencies and, to a greater extent, regional agencies, have promoted assisted credit mechanisms to support this sector. These incentives have created a trend in demand which could remain positive for a number of years, especially in southern regions, where housing is more of a problem. At the same time, small and medium-sized enterprise organisation, which is very closely linked to the status of employees, means that this type of business is suited to investment in rehabilitation that offers sufficient income and employment.

5. FUTURE PROSPECTS
Anticipated developments of training and refresher training in this sector

5.1 Graduate and applied postgraduate vocational training levels

Up to now, and presumably for many years to come, the number of general graduates will exceed the number of jobs likely to be available in Italy. If, in order to work in this particular sector - especially as regards the restoration of monuments - it were necessary to possess the specific postgraduate diploma, the figures would be reversed. The number of postgraduate diploma holders who are actually in employment is fairly low.

5.2 Workers with diplomas from national institutes

The same applies here as for graduates. There are relatively large numbers of specialist restoration workers as many young people turn to this career because of the prestige connected with these particular skills. This has led to a situation where supply and demand are equal and it is difficult to envisage an upward trend in restoration work, which may well remain at current levels.

In these circumstances, leaving aside employment abroad, it could be envisaged in the future to use these occupational profiles for training purposes and as teachers on courses providing training in specialist craft skills in the conservation sector.

5.3 Craft workers

As mentioned in the preceding paragraphs, the continuity of building conservation and maintenance work will ensure high levels of employment in the future. These potential opportunities are not, however, matched by a meaningful structure for craft training at either State or regional level.

No initiatives are taking place in the world of enterprise, partly because, as a result of tradition, the training sector is alien to the world of production and up to now craft firms have perceived training as a cost and not as a future benefit. While the service sector has made great use of the tax and contributory incentives available for the recruitment of young people looking for their first jobs, craft firms have not. The explanation lies in a barrier to development which has its roots in the conviction that manual work - even when it is as skilled as craft work - is socially less acceptable than service-sector work. This rule does obviously not include restorers of works of art as the prestige of the subjects with which they deal places them in an elite. This notion obviously does not apply to craft workers in building rehabilitation.

6. PROPOSALS FOR INCREASED CRAFT EMPLOYMENT IN THE REHABILITATION SECTOR

6.1 Development opportunities

Urban rehabilitation still offers a great deal of opportunity for increased craft employment. The specific aspects of this kind of employment need to be highlighted; some of the main aspects are examined below.

- Modest investment costs for each new job.

From the point of view of both enterprises and employees, building craft work entails relatively limited costs - among the lowest in absolute terms in comparison with other production sectors. Capital and equipment deployment is very limited in this sector, whereas the use and possession of specific know-how is of great importance.

- Widespread employment prospects

This is a substantial area of employment; it is stable because building maintenance in historic centres is a permanent need. It is widespread throughout Italy since every regional area offers similar opportunities and a demand which is tending to grow.

- Small timelag

Young people in training, or craft workers being retrained, are working and already productive during their training, especially if teaching curricula are appropriately designed, and the costs of investment in training can be partially offset by the production work that they undertake as part of their training.

6.2 Proposals for the development of craft work

Proposals have to move, on the basis of a coordinated plan, in two directions. The first relates to a mechanism for providing incentives for craft enterprises in the sector. The second relates to the period of training.

We shall simply look at the principles in this case as well.

- Incentives

Under the Italian system, credit, tax and contributory incentives are available for the creation of new enterprises by young people, but these concessions are not linked to specific development plans because they cover the whole spectrum of activities. It might be appropriate for regions and geographical planning agencies to adjust the incentives on offer, increasing them or channelling them towards specific sectors of craft work connected with conservation.

- Training

In Italy the Regions are responsible for training in the craft sector. They do not, however, have a permanent teaching facilities and are therefore limited to modest retraining courses. In the craft sector, as mentioned above, there are Ministry of Education facilities which are under-used: the schools of applied arts.
One of the reasons for the lack of success of this type of school is the low level of social prestige of the diploma, and the fact that this diploma is not needed to actually practice a

trade. If these aspects were taken into account, post-diploma initiatives for craft workers were set up and an adequate level of certification, were provided, institutionalized training would be given a substantial boost and would, in parallel, ensure quality and employment potential.

Documentation from the "Training Centre for Craft Workers in the Conservation of the Architectural Heritage", operating in Venice, is attached by way of example.

RAPPORT NATIONAL

ROYAUME UNI

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In collaboration with
The Conference on Training in Architectural Conservation
(COTAC)The UK Network for Conservation Training

LIST OF CONTENTS

	Page
1. INTRODUCTION	83
2. TERMINOLOGY	83
3. THE PRESENT SITUATION	83
. Qualifications and Training	83
. Remuneration	84
. The Current Economic Climate	84
4. PROSPECTS FOR THE FUTURE: THE NEW N/SVQ SYSTEM	85
5. OCCUPATIONAL PROFILES FOR THE UK CONSTRUCTION INDUSTRY	85
6. OCCUPATIONAL PROFILES FOR BUILDING CONSERVATION	86
7. QUALIFICATIONS AND ACCREDITATION	88
8. CONTINUING TRAINING	89
9. SUMMARY OF CONCLUSIONS	90

1. INTRODUCTION

1.1 This report follows from work for CEDEFOP which examined the range of skills in the occupational fields most concerned with the restoration and rehabilitation of architectural heritage in the European Community. Its aim is to define the present availability of such skills in the UK and to evaluate the prospects for future development within this field of activity.

1.2 Note has been taken of the summary report of the previous phase of this project (J L Paulet 8 September 1992), and of the national reports provided by Belgium, France, Germany, Italy and the United Kingdom. This last was written by David Matthews and published by CEDEFOP in November 1991.

1.3 The views expressed here draw upon contributions from a number of the institutions represented on the Conference on Training in Architectural Conservation (COTAC) including its partners in the new UK-wide network of regional conservation centres. Since all these centres are concerned with the provision of training in architectural conservation, there have been a number of independent surveys into the demand for conservation work and thus for specialist conservation training at a regional level.

2. TERMINOLOGY

2.1 The terms rehabilitation and restoration are not the most commonly used description of this type of work in the UK. In this document we use the term "maintenance" to cover the process of continuing attention to a building through cleaning, adjustment, replacement of expendable parts and materials and the renewal of finishes. Within this broader term the process of "conservation" is used to describe the sensitive repair techniques which aim to match or be compatible with existing materials and methods of construction, in order to preserve the appearance and historic integrity of a building or monument and to ensure that the work has an appropriate life. We use the term "rehabilitation" to cover a more intrusive process of bringing a building or part of a building back to a simulation of its appearance or to the process of extensive repair, renewal and modification of an urban area, site or building to meet current economic or functional criteria.

3. THE PRESENT SITUATION

3.1 It has been estimated that something in the order of 5% of the UK building stock has been identified and protected in law because of its historic or architectural interest. But, increasingly, the value of the whole built infrastructure is appreciated by society, and, as a result, the construction industry is finding that the emphasis is now changing from wholesale demolition, replacement and new-build to conservation, maintenance, sensitive renewal and small-scale new building on infill sites. Conservation is now seen as a relevant option for buildings of all ages which are judged to be of value for a whole variety of reasons. Although it seems to place such a high value on its heritage, the UK seems to have had a very relaxed attitude towards the development of appropriate skills and the control of standards relating to the conservation process. This is in marked contrast to a number of other countries in Europe.

Qualifications and Training

3.2 Perhaps it is because of the diversity and size of the UK construction sector (involving over one million people at its peak) that there is no overall authority over the standards applied to its various trades and professions. The methods adopted for the certification of individual

skills varies enormously, there being a whole range of different roles for both public and private sectors. Training for craft activities, is subsidised partly by the state and partly by a levy on firms. Overall responsibility for standards of training falls to the Construction Industry Training Board (CITB). For professions such as architecture and engineering initial training is funded by the state and responsibility for the standards falls to a whole range of institutions covering various disciplines and sub-disciplines. Currently there is no common pattern for the provision of education and training or for the examination and validation systems required to support them.

3.3 Within this context it is not surprising that there are no national laws or regulations governing standards or national qualifications for individuals or firms concerned in conservation work. Some rules are applied to those architects, surveyors or engineers overseeing a limited number of projects grant aided by government and church bodies. There are no rules whatever governing qualification of firms or contractors and sub-contractors who execute such work. Although there is virtually no mandatory control, informal enquiries are made by an increasing number of informed clients (public authorities, private firms and individuals) with regard to the financial standing, track record and current levels of expertise within all types of firm prior to their being invited to tender for work.

3.4 The traditional pattern of stable multi-disciplinary teams, employed and trained by small, medium and large firms has been consistently eroded over the last 40 years. Employment patterns within the construction industry rely heavily on a system of main contractor who in turn employ sub-contractors. Since the 1950s, self-employed operatives have been a significant element within the workforce particularly during the various periods of building boom. Inevitably, under such conditions, there have been difficulties in establishing an effective dialogue, between employers and trades unions, with regard to investment in mid-career training.

Remuneration

3.5 Similarly, under these conditions it is not surprising that there have been no national agreements which recognise or reward any of the special expertise or skill required of individual craftsmen or women for the work of conservation or rehabilitation. The current National Working Rule Agreement for building craftspersons and operatives only defines minimum pay and conditions as a basic rate. It is assumed that bonuses and special agreements for key crafts are negotiated by firms with individual employees.

3.6 In the past, attempts have been made to identify special rates for conservation and rehabilitation services by professions such as architects, engineers and surveyors. However, since the current government policy is firmly directed towards deregulation of fee scales, the emphasis now is upon competitive tendering for the provision of any professional service. As with the appointment of constractors, this philosophy does allow for a preliminary sift which takes account of the individual or the practice's track record in terms of specialist knowledge and/or the quality of any previous work. However, in the current economic climate, the emphasis tends to favour economy rather than quality of service.

The Current Economic Climate

3.7 As background to understanding the present situation, and as the basis for evaluating future prospects, it must be noted that the whole of the UK construction industry is suffering from the worst recession in living memory. This means that the levels of employment have fallen dramatically in the last three years and continue to do so. Employment in April 1993 was 11% below that of July 1992 and the wages of many of those still in employment have

also fallen significantly over this period. Recruitment of newcomers to the industry is very low and investment in mid career and continuing training has been severely curtailed.

3.8 This last factor is particularly relevant since the current view within the UK for training in building conservation is that the emphasis should be on people who are already experienced in new building work.

3.9 On the other hand the current situation may well produce some compensations for the building heritage. Since the general economic climate looks as though it will severely curtail most speculative investment in new buildings for the predictable future, the industry is showing increasing signs of wishing to adapt and to focus more on rehabilitation and maintenance.

4. PROSPECTS FOR THE FUTURE: THE NEW N/SVQ SYSTEM

4.1 Despite this somewhat gloomy profile of the construction industry's past record and present problems there are some indicators of a more optimistic nature which point towards gradual improvements for the future.

4.2 At the national level, we have the introduction, by government in 1986, of a concept for the development of a comprehensive structure for all qualifications. The aim has been to create generally recognised qualifications based on a demonstration of skills and knowledge in the working environment. This policy requires that routes for career development should be available to all, based on training at all stages in a person's working life. This is the National, or for Scotland, the Scottish Vocational Qualification (N/SVQ) system.

4.3 The N/SVQ initiative has been embraced by the construction industry with considerable enthusiasm. There is no doubt that one of the reasons for this attitude is the realisation, by most of the institutions representing the industry, of an urgent need for change. As stated above, they foresee the chances of a return to any form of building boom, fuelled by property speculation, as being highly unlikely in the short or medium term. Also, given the open European market, all agree that competition will become increasingly tough for the comparatively limited amount of work that will be available.

4.4 Increasingly, individual firms have recognised the advantages of being able to guarantee high quality services to their clients and that this depends to a significant extent upon the quality and training of their staff. Indeed firms with a good track record in this respect and especially those involved in both building maintenance and conservation as well as new construction work have survived markedly better than many of their competitors in the current recession.

4.5 It would seem that not only specialists concerned almost exclusively with building conservation but also the building industry at large is keen to establish N/SVQs for maintenance, conservation and rehabilitation as one method of controlling and thus improving standards.

5. OCCUPATIONAL PROFILES FOR THE UK CONSTRUCTION INDUSTRY

5.1 The development of the framework for N/SVQs for any industry or section of an industry is the responsibility of the people operating in that particular field. The process starts with defining the "raison d'etre" or key purpose of the sector in terms that are agreed by all within it. This results in the creation of an occupational map. From this, by a process of sub-division, it is possible to define the constituent functions which must be carried out in order for the key

purpose to be achieved. This breakdown continues to an element level at which point it is possible to provide a description of an action which a person in a given occupation should be able to carry out. When attached to performance criteria these elements form a component of a vocational qualification which can be effectively tested in practice.

5.2 Within the UK Construction Industry a considerable amount of effort has gone into occupational mapping, starting with an identification of the range of functions carried out by the industry as a whole. Initially, many representatives of the industry saw their activities almost exclusively in terms of new construction. Now, the general emphasis has changed to take account of maintenance and rehabilitation of the existing built infrastructure, reflecting the fact that this type of work accounts for something like 45% of the industry's total output. Attached at annex 1 is the latest version of a functional map created by the Construction Industry Standing Conference (CISC), one of the "lead industry bodies" created specificatlly for the development of N/SVQs. From this it will be noted that the key purpose of the industry is to:

> "establish, maintain and modify the use of the natural and built environment, balancing the requirements of clients, users and the community".

Thus the mapping exercise in itself has resulted in a remarkable shift in perception by a very large industry both on the context within which it operates and on the contribution that it can make to improving the general environment.

5.3 Also there is a new recognition of the links between the activities of maintenance, conservation and rehabilitation on one hand and the process of new build on the other. Increasingly, industry accepts that new build needs to be sensitive to its environmental context and that this often draws upon the same skills as those associated with conservation work, applying them in the broader field or at a larger scale. (The techniques of Environmental Impact Analysis are now built into the UK town planning process.) Thus, we are seeing a process where both the specialist skills associated with building conservation and rehabilitation of buildings and the more general administrative and town planning skills associated with conservation at the scale of urban planning and landscape management are now seen as being much nearer to the mainstream operations of the industry at large.

6. OCCUPATIONAL PROFILES FOR BUILDING CONSERVATION

6.1 Quite independently, within the last few years, we have seen the development of international guidelines for conservation training. Developed by ICOMOS UK, and now accepted worldwide, these guidelines (attached as annex 2) emphasise the significance of the conservation of cultural heritage within the general field of environmental and economic development. They are based on the principle that sustainable management strategies for change depend upon the integration of conservation attitudes within the contemporary economic and social goals for towns, regions or countries.

6.2 The ICOMOS guidelines emphasise the fact that conservation, as with most contemporary construction industry activities, depends on inter-disciplinary co-operation and that the roles of all the professionals, including administrators and managers as well as architects, engineers and craftpersons, will need to be considered as a whole when it comes to defining the skills required by each discipline and the training needed to support them.

6.3 For architectural conservation in the UK, the industry's functional map is being supplemented by a further development of the ICOMOS guidelines. This exercise has resulted

in a definition of the potential contribution that can be made by both generalists and specialists from each discipline. So far there have been profiles written for 15 quite distinct disciplines, and there are more to come since, at present, no differentiation has been made between the various crafts.

6.4 Reproduced below are the 14 key principles which are required by the ICOMOS guidelines for effective conservation work.

a. Read a monument, ensemble or site and identify its emotional, cultural and use significance;
b. Understand the history and technology of monuments etc in order to define their identity, plan for their conservation and interpret the results of this research;
c. Understand the setting of a monument etc, its contents and surroundings, in relation to other buildings, gardens or landscapes;
d. Find an absorb all available sources of information relevant to the monument etc being studied;
e. Understand and analyse the behaviour of monuments etc as complex systems;
f. Diagnose intrinsic and extrinsic causes of decay as a basis for appropriate action;
g. Inspect and make reports intelligible to non specialist readers of monuments etc, illustrated by graphic means such as sketches and photographs;
h. Know, understand and apply UNESCO conventions and recommendations and ICOMOS and other recognised Charters, regulations and guidelines;
i. Make balanced judgements based on shared ethical principles, and accept responsibility for the long term welfare of cultural heritage;
j. Recognise when advice must be sought and define the areas in of need of study by different specialists, eg wallpaintings, sculpture and objects of artistic and historical value, and/or studies of materials and systems;
k. Give expert advice on maintenance strategies, management policies and the policy framework for environmental protection and preservation of monuments and their content and sites;
l. Document works executed and make same accessible;
m. Work in multi-disciplinary groups using sound methods;
n. Be able to work with inhabitants, administrators and planners to resolve conflicts and to develop conservation strategies appropriate to local needs, abilities and resources.

6.5 Attached at annex 3 are the draft profiles for the 15 disciplines likely to be involved in architectural conservation. Currently these are being discussed by the various institutions responsible for occupational standards within the UK construction industry. The table below summarises the responsibilities of these 15 disciplines with regard to the 14 key principles from the ICOMOS guidelines, defined above.

ICOMOS Guidelines Para 5

	a	b	c	d	e	f	g	h	i	j	k	l	m	n	score
01. Administrator			x	x				x	x	x		x	x	x	8
02. Archaeologist	x	x	x	x				x	x	x	x	x	x		10
03. Architect	x	x	x	x	x	x	x	x	x	x	x	x	x	x	14
04. Art/Architectural Historian		x	x	x	x	x	x	x	x			x	x		10
05. Builder/Contractor		x			x	x	x	x	x		x	x		x	9
06. Conservation Officer	x	x	x	x	x	x	x	x	x	x	x	x	x	x	14
07. Conservator	x	x	x	x	x	x	x	x	x	x	x	x	x	x	14
08. Engineer		x		x	x	x	x		x			x	x		8
09. Environmental Engineer			x	x	x	x	x	x	x		x	x	x		10
10. Landscape Architect	x	x	x	x	x	x	x	x	x	x	x	x	x	x	14
11. Master Crafts Person		x				x	x	x	x		x	x	x		8
12. Material Scientists		x		x	x	x	x	x	x		x	x	x		10
13. Quantity Surveyor				x			x	x	x	x	x	x	x	x	9
14. Surveyor	x	x	x	x	x	x	x	x	x	x	x	x	x	x	14
15. Town Planner			x	x			x	x	x		x	x	x	x	9

It will be noted that all disciplines are involved in more than half the tasks and that 5 of them are involved in all 14. This reflects the level of sophistication required of those involved in conservation each respecting and relying upon the other members of the team.

7. QUALIFICATIONS AND ACCREDITATION

7.1 Following on from the processes of occupational mapping and the definition of the roles of the various disciplines, comes the need for a review of the qualifications and the methods accreditation for individuals or firms. As stated above the UK construction industry has a whole range of long established institutions concerned with this process. However, overall responsibility for standards relating to the new N/SVQs on craft skills and their associated supervisory roles rests with the Construction Industry Training Board (CITB). Similarly, for any N/SVQs relating to architects, engineers, surveyors, managers and technicians, overall responsibility for standards rests with the Construction Industry Standing Conference (CISC). The professions concerned with landscape, water resources and air purity look to the Council for Occupational Standards and Qualifications in Environmental Conservation (COSQUEC) for N/SVQ standards. This is a vast range of disciplines and it has been agreed that, so far as architectural conservation is concerned, clear co-ordination is required in order to ensure proper links between them all.

7.2 Responsibility for this work has been given to the Conference on Training in Architectural Conservation (COTAC). We do not yet have a firm programme for incorporation of

conservation standards in the N/SVQ framework for all disciplines. However the likely targets for the development of some key qualifications (for conservation technologists and mastercraftsmen/women) have now been set.

7.3 We have seen from the CEDEFOP reports that, as a matter of government policy, the achievement of appropriate standards and qualifications is a mandatory preliminary condition to obtaining conservation and rehabilitation work in many European countries. This is not the solution currently perceived for the United Kingdom. Here, the institutions responsible for each discipline will continue to monitor the performance of their own members. In some such institutions, initiatives specifically orientated towards conservation and rehabilitation are under development. For example, the Royal Institution of Chartered Surveyors (RICS) has recently created a register of individual members who are recognised conservation specialists. Similar proposals are under consideration by the Royal Institute of British Architects (RIBA).

7.4 Newly formed is the Heritage Building Contractors Group UK. This group has the support of the UK Building Employers Confederation and is linked to a wider European association of firms. It is mainly made up of small and medium sized enterprises with a proven track record in building conservation. Its intention is to strictly monitor the qualifications of firms applying for membership and their performance thereafter. The criteria for such judgement, currently under development, lays considerable emphasis upon the need for the permanent employment of balanced teams with all of the appropriate specialist craft and management skills represented. The methods for continuous review will be monitored by independent representatives from other institutions, acting as "external auditors".

7.5 There are also parallel proposals for the creation of a Heritage Consultants Group, again employing clearly defined principles for the accreditation of their members (firms of architects, engineers and surveyors who have a proven track record). The evolution of both these groups has been driven, in part at least, by the industry's determination to export these particular skills.

8. CONTINUING TRAINING

8.1 As has been mentioned above, the general pattern for education and training specifically related to architectural conservation seems to be targeted at people in mid career who already have some practical experience. This is not to say that initial training, for craftspersons, architects, town planners and even engineers does not take some account of the need to understand and work on existing "structures". However the trend from the mid 1950s through to the late 1970s, across all disciplines, has been to emphasise new materials, building technologies and management systems, and inevitably this has been at the expense of a knowledge of architectural and craft traditions. Perhaps as a result, from the late 1950s there was a steady acceleration in demand for mid career training in architectural conservation, initially from individuals and subsequently from their employers. Initially focusing on the provision of post graduate diplomas in building conservation for architects, the educational establishments concerned found themselves dealing with a whole range of professionals, many of whom wished to become accredited specialists in conservation work.

8.2 Only recently has a similar pattern of demand emerged from the craft related disciplines and, only now, in September 1993, is there a formal qualification in the form of a mastercraft diploma awarded by the City and Guild's Institute which takes account of this. It is important to note that like the N/SVQ system City and Guilds (C&G) provides for career progression up

a ladder of qualifications. The significant advantages of a C&G qualification is that it has international recognition.

8.3 It is interesting to note that it was the demand from practitioners that resulted in the provision of education and training in architectural conservation long before any of the professional institutions were prepared to consider acknowledgement of this specialist skill through formal accreditation.

8.4 In parallel to this demand for the recognition of the special skills associated with conservation and rehabilitation has been the realisation by many professional institutions of the need for training to continue throughout a persons working career. There are now a range of mid career or Continuing Professional Development (CPD) programmes. In some cases these are mandatory but in almost all the quality of training and the results achieved are a matter for self certification; in other words not subject to effective external validation. One possibility for the future is to consider whether CPD units successfully completed could not be accumulated over time by working people in order to obtain an additional level of qualification which would be formally recognised by their institution. Certainly this is provided for in N/SVQ framework.

9. SUMMARY OF CONCLUSIONS

9.1 In comparison to other European Community countries, past tradition in the UK has not favoured the the rigorous application of nationally agreed standards of performance with regard to building conservation or rehabilitation, either through the mechanism of legislation or by any other form of central government control.

9.2 This trend has been reinforced by current government policy, which is firmly committed to deregulation and to the encouragement of controls through the "natural" forces of supply and demand.

9.3 However, there is clear evidence that both the employers and the self employed within the building industry are looking for some form of control of standards in the area of building conservation, through the mechanism of self regulation. They are pressing the professional institutions for support through formal accreditation of additional and specialist skills.

9.4 Such accreditation brings with it the responsibility on institutions to monitor standards of performance, both of individuals and of firms.

9.5 Whether or not government and local authority agencies, as well as the larger private real estate owners, can be persuaded to support such efforts has yet to be proved. This they would do by insisting that firms and individuals should pass a test of quality before they are appointed or invited to tender for any job. Such arrangements do exist in embryo form, particularly in the field of the maintenance of churches and cathedrals.

9.6 There are clear indications that firms and individuals within the Construction Industry are increasingly aware of the importance of exporting services and products, and that accredited conservation skills are likely to be particularly useful as an initial means of entry into the new European and other international markets.

CEDEFOP – European Centre for the Development of Vocational Training

Study on the upgrading and recognition of qualifications in the field of the restoration and rehabilitation of the architectural heritage
Summary report
National reports:
- **Federal Republic of Germany**
- **Belgium Dutch-speaking region**
- **France**
- **Italy**
- **United Kingdom**

- Summary of the national reports and national report France: Jean-Louis Paulet, DPLG
- National report Federal Republic of Germany: Jürgen W. Pallada, European Centre for the Preservation of Historical Monuments and Buildings and Ecologically Friendly Construction, Schloß Raesfeld GmbH
- National report Belgium Dutch-speaking region: HOGER INTSTITUUT VOOR DE ARBEID (Higher Institute for Labour), Catholic University of Leuven
- National report Italy: Antonio Giammarusti with the assistance of Ruggero Martines
- National report Royaume-Uni: Richard Davies, RIBA in collaboration with The Conference on Training in Architectural Conservation (COTAC), The UK Network for Conservation Training

CEDEFOP panorama

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Based on studies on occupational profiles in the conservation and restoration of the architectural heritage (B, D, F, I, UK) published in 1992, CEDEFOP conducted surveys on the validation of qualifications, emphasizing the mechanisms used by public bodies and the social partners to exert an influence and the consequences in order to enhance the status of these trades on national and transnational labour markets.

This publication consists of 5 national reports and a synthesis report. They will be published in English and French.

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